Government of Canada / Gouvernement du Canada

Workplace Information / Information sur les milieux de travail

Collective Bargaining Bulletin

Volume 7, Issue 1, January 2004

FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work stoppages*** stating issues when available.

IN THIS ISSUE

	Page
Summaries	1-2
Current Settlements	3-6
Current Key Negotiations	6-7
Major Work Stoppages	7
Information Products and Client Services	8

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or visit our Website at
http://labour.hrdc-drhc.gc.ca

Le Bulletin existe également en français.

SUMMARIES

Rogers Cable Inc. *and* **Metro Cable TV Maintenance and Service Employees Association**

- 310 service and maintenance employees, Toronto, Ontario, have a 72-month agreement which runs to August 31, 2009
- lump-sum payment of 2.0 per cent of salary
- wage freeze effective September 1, 2003 and wage adjustments of 2.0 per cent on September 1, 2004, 2005, 2006, and 2007 and 3.0 per cent on September 1, 2008
- improvements in night shift premium and various allowances

continued

Canada

British Columbia Assessment Authority *and* **Canadian Union of Public Employees**

- 590 technical and office employees, province-wide, British Columbia, reached a 24-month agreement which expires on December 31, 2005
- wage freeze for duration of agreement
- gain sharing plan continues based on company's improved efficiency and productivity and paid in a lump-sum payment
- improvements in premiums, vision care benefits, pension plan and various allowances

Camco *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- 1,000 production and office employees, Hamilton, Ontario, reached a 20-month agreement which runs to December 31, 2005, and a "closure" agreement with no date of expiry
- wage freeze for duration of the agreement
- retirees, who retire on or after ratification, receive a lifetime maximum benefit of $50,000 for extended health and dental benefits coverage
- modifications to group life insurance, pension plan, income extension aid, and extended health benefits plans

Calendars of Collective Agreements Expiries and Reopeners

Coming soon, the 2004 Calendar listings for
MAJOR and SMALL Bargaining Units

2003 Calendar of Major Bargaining Units is available on the Workplace Information Directorate Web site at

http://labour.hrdc-drhc.gc.ca/doc/wid-dimt/eng/expreo.cfm

The content of this publication has been prepared by members of The Canadian Association of Professional Employees and The Public Service Alliance of Canada.

CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at http://hrdc.gc.ca/labour/nego/. These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
NOVA SCOTIA		
√ Construction Management Bureau Limited, Mainland **0250708**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (200 plumbers and pipefitters)	Nov. 3/2003 ********** Aug. 1/2003 – March 30/2006
√ Ultra Electronic Maritime Systems, Halifax **0809909**	Intl. Brotherhood of Electrical Workers (160 production and maintenance employees)	Dec. 4/2003 ********** Jan. 1/2003 – Dec. 31/2005
NEW BRUNSWICK		
√ Electrical Contractors Association of New Brunswick Inc., Sunbury and 7 other counties **0273509**	Intl. Brotherhood of Electrical Workers (300 electricians)	Dec. 22/2003 ********** Jan. 5/2004 – June 30/2006
Moncton NorthEast Construction Association Inc., Commercial Projects, Moncton and area **0252406**	Laborers' Intl. Union of North America (600 labourers)	Dec. 19/2003 ********** Dec. 19/2003 – June 30/2006
Moncton NorthEast Construction Association Inc., Industrial Projects, Moncton and area **1007604**	Laborers' Intl. Union of North America (600 labourers)	Dec. 19/2003 ********** Dec. 19/2003 – June 30/2006
QUEBEC		
√ Air Transat A.T. Inc., Dorval and Mirabel **1044703**	Intl. Association of Machinists and Aerospace Workers (330 service and maintenance employees)	Dec. 18/2003 ********** Dec. 18/2003 – April 30/2006
√ McGill University, Montréal **1041803**	McGill University Non Academic Certified Association (1,450 technical, maintenance, office and clerical employees)	Dec. 18/2003 ********** Dec. 1/2002 – Nov. 30/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
ONTARIO		
√ Atomic Energy of Canada Limited, Chalk River and Deep River **0639509**	Office and Professional Employees Intl. Union (130 office employees)	Dec. 19/2003 ********** July 1/2003 – June 30/2006
√ Avon Maitland District School Board, Seaforth and area **1120003**	Elementary Teachers' Federation of Ontario (600 elementary teachers)	Dec. 1/2003 ********** Sept. 1/2001 – Aug. 31/2004
√ College Compensation and Appointments Council, province-wide **0521410**	Ontario Public Service Employees Union (7,000 support employees)	Dec. 18/2003 ********** Sept. 1/2003 – Aug. 31/2005
House of Commons of Canada, Ottawa **0882708**	House of Commons Security Service Employees Association (300 security guards)	Dec. 10/2003 ********** June 1/2003 – May 31/2006
√ Independent Electricity Market Operator, province-wide **1256502**	Society of Energy Professionals (270 administrative services, scientific and other professional employees)	Dec. 19/2003 ********** Jan. 1/2004 – Dec. 31/2006
√ Lambton Kent District School Board, Sarnia and area **1120504**	Ontario Secondary School Teachers' Federation (640 secondary teachers)	Dec. 8/2003 ********** Sept. 1/2002 – Aug. 31/2004
√ Limestone District School Board, Kingston and area **1124403**	Ontario Secondary School Teachers' Federation (660 secondary teachers)	Dec. 11/2003 ********** Sept. 1/2001 – Aug. 31/2004
√ Thames Valley District School Board, London and area **1212802**	Ontario Secondary School Teachers' Federation (640 occasional teachers)	Dec. 18/2003 ********** Sept. 1/2002 – Aug. 31/2004
MANITOBA		
√ Government of Manitoba, province-wide **1063603**	Manitoba Government and General Employees' Union (12,100 all categories employees)	Dec. 15/2003 ********** March 22/2003 – March 17/2006
ALBERTA		
√ Board of Trustees of Grande Prairie Public School District 2357, Grande Prairie **1135106**	Grande Prairie School District 2357 Employees Association (160 support employees)	Dec. 1/2003 ********** Sept. 1/2003 – Aug. 31/2004

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ALBERTA (continued)		
√ Federated Co-Operatives Limited and The Grocery People Ltd., Edmonton **0982503**	Intl. Brotherhood of Teamsters (200 grocery distribution centre employees)	Dec. 15/2003 ************ Sept. 1/2003 – Aug. 26/2008
√ Global Calgary (CICT-TV), Calgary **0395706**	Communications, Energy and Paperworkers Union of Canada (160 broadcast and TV employees)	Dec. 8/2003 ************ Sept. 1/2001 – Aug. 31/2006
√ Global Edmonton (CITV-TV), Edmonton **0822106**	Communications, Energy and Paperworkers Union of Canada (130 broadcast and TV employees)	Dec. 8/2003 ************ June 1/2002 – May 31/2007
√ McCoy Bros. Inc., Edmonton **1166503**	McCoy Bros. Inc. Employees' Association (110 production employees)	Dec. 16/2003 ************ Jan. 5/2003 – Jan. 4/2006
BRITISH COLUMBIA		
√ BC Rail Limited, province-wide **0293808**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (160 locomotive engineers)	Dec. 17/2003 ************ Jan. 1/2003 – Dec. 31/2005
British Columbia Assessment Authority, province-wide **0658710**	Cdn. Union of Public Employees (590 technical and office employees)	Dec. 29/2003 ************ Jan. 1/2004 – Dec. 31/2005
√ Overwaitea Food Group, Overwaitea Foods and Save-On-Foods, province-wide **0872607**	United Food and Commercial Workers Intl. Union (7,500 retail employees)	Dec. 11/2003 ************ Dec. 14/2003 – March 29/2008
√ West Fraser Mills Ltd., Pacific Inland Resources Division, Smithers **0928606**	Northern Interior Woodworkers Association (210 mill employees)	Dec. 4/2003 ************ Oct. 1/2003 – Sept. 30/2009
YUKON		
√ Government of Yukon, Whitehorse **0675708**	Public Service Alliance of Canada (2,800 all categories employees)	Dec. 10/2003 ************ Jan. 1/2003 – Dec. 31/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
MULTIPROVINCE		
√ Allstream, Canada-wide **0405208**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (900 telephone operators and technical employees)	Dec.15/2003 ********** Jan. 1/2004 – Dec. 31/2006
√ Canadian Broadcasting Corporation, province-wide, Québec and Moncton, New Brunswick **1044203**	Association des réalisateurs (430 broadcast and TV employees)	Dec. 12/2003 ********** Dec. 13/2003 – Dec. 11/2005
√ Canadian Film and Television Production Association and Association des Producteurs de Films et de Télévision du Québec, Canada-wide, except British Columbia **1097503**	Alliance of Canadian Cinema, Television and Radio Artists ACTRA (7,410 independent performers)	Oct. 3/2003 ********** Jan. 1/2004 – Dec. 31/2006

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
• Government of Canada	Various unions	114,320	B/CO/TENT	May 02/Dec. 03
• Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec. 02/Sept. 03
• Canada Customs and Revenue Agency	PSAC	41,480	B	Oct. 03/Dec. 03
• Government of Nova Scotia	CUPE (public works)	1,600	ARB	Oct. 02
• Nova Scotia Power Inc.	IBEW	1,100	B	Mar. 03
• Nova Scotia Association of Health Organizations	Nova Scotia Nurses Union	4,000	TENT	Oct. 03
• Government of New Brunswick	CUPE (health)	5,800	B	June 03
• Government of New Brunswick	Nurses	5,000	B	Dec. 03
• Government of New Brunswick	Teachers	7,600	B	Feb. 04
• Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	Various
• Government of Quebec	Various unions	323,470	B	June 02/03
• SAQ (Quebec Liquor Stores)	Synd. des employés de la SAQ	3,500	B	Dec. 02
• City of Montréal	Various unions	8,770	B/ARB	Apr. 02
• GO Transit (Ont.)	ATU	780	MED	Jul. 03

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

continued

CURRENT KEY NEGOTIATIONS (continued)

Employer	Union	Number of employees	Status[1]	Expiry month
• College Compensation and Appointments Council (Ont.)	OPSEU	6,500	MED	Aug. 03
• Ontario Power Generation	Society of Energy Professionals	3,930	B	Dec. 03
• Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
• Falconbridge (Ont.)	CAW	1,260	B	Jan. 04
• Government of Saskatchewan	SGGEU	9,860	B	Aug. 03
• Sask Power	IBEW	1,340	B	Dec. 03
• Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
• Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
• Alberta Construction	Various unions	20,000	B/MED	Apr. 03
• TELUS (B.C. and Alta.)	TWU	10,500	CO	Dec. 00
• Vancouver and other cities	Various unions	4,000	B	Dec. 02
• B.C. Forest Industry	IWA-Canada	19,500	B/MED/TENT	Jun. 03
• B.C. Ferry Corporation	B.C. Ferry and Marine Workers	4,400	ARB	Oct. 03
• Government of Nunavut	PSAC	2,500	B	Mar. 03
• CP, CN and Via Rail	Various unions	23,660	B/TENT	Dec. 02/Dec. 03
• Pipeline Contractors	Labourers, Operating Engineers	4,000	B/TENT	Apr. 03
• Bell Canada	CEP and CTEA	8,000	B/TENT	Nov./Dec. 03

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM DECEMBER 26, 2003 TO JANUARY 29, 2004

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Les Centres de la petite enfance, province-wide, Que. Fédération de la santé et des services sociaux	Solidarity strike	4,000	Jan. 16/2004	Jan. 16/2004

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Workplace Information

Information sur les milieux de travail

INFORMATION PRODUCTS AND CLIENT SERVICES

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The Workplace Information Directorate is your source for up-to-date, customized information on industrial relations and collective bargaining in Canada.

By meeting your specific research needs, we can assist you in preparing for the resolution of issues at the bargaining table. We can also help you keep abreast of developments in the industrial relations field through our information service and publications. Our resources are used by negotiators, researchers, economists, consultants, journalists, teachers and many others.

Wage Settlements Bulletin

A monthly publication providing the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments. The aggregate data and details are published in the following groupings: public and private sectors, regions and jurisdictions, and major industry groups. **Subscription**: Canada, 1 year: $220 or 2 years: $400 plus 7% GST; other countries, 1 year: US$220 or 2 years: US$400 (available by e-mail and mail).

Workplace Gazette

A quarterly publication providing data on wage adjustments from major collective bargaining settlements in Canada by public and private sectors, by region, by jurisdiction and by major industry; detailed analysis of selected provisions in major agreements; a chronological perspective on work stoppages; and, information on innovative workplace practices resulting from collective bargaining. It also features articles and case studies on pertinent industrial relations matters. **Subscription**: Canada, 1 year: $140 or 2 years: $250 plus 7% GST; other countries, 1 year: US$140 or 2 years: US$250 (available by mail only).

Collective Bargaining Bulletin

A monthly publication containing timely information based on recently signed major collective agreements in Canada. The publication focuses on summaries of changes to wages and benefits in selected settlements, the status of key negotiations as well as data on work stoppages. Also included is a list containing major settlement reports currently available on the Negotech database. **Subscription**: Canada, 1 year: $65 or 2 years: $110 plus 7% GST; other countries, 1 year: US$65 or 2 years: US$110 (available by e-mail and mail).

Negotech

A searchable labour relations database providing timely information on the key aspects (settlement reports and full collective agreement contract language) of collective bargaining in Canada. Access via the Internet. Available ***free*** as an added value to subscribers of our publications.

Visit our Web Site for information on work stoppages, labour organizations in Canada, a calendar of collective agreement expiries and reopeners, articles and case studies published in the Workplace Gazette, information on innovative workplace practices and a selection of recent changes in Canadian labour laws.

For further information, contact the Workplace Information Directorate:

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IN THIS ISSUE

	Page
Summaries	1-2
Current Settlements	3-5
Current Key Negotiations	5-6
Major Work Stoppages	6
Information Products and Client Services	7

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SUMMARIES

City of Calgary *and* **Calgary Police Association**

- 1,440 police officers, Calgary, Alberta, reached a 27-month agreement which expires March 31, 2006
- wage adjustments of 3.7 per cent on January 1, 2004 and 2005
- improvements in vacation leave, shift premiums and dry cleaning allowances

continued

The content of this publication has been prepared by members of The Canadian Association of Professional Employees and The Public Service Alliance of Canada.

Canada

Statistical Survey Operations *and* **Public Service Alliance of Canada**

- 1,540 field interviewers and regional office interviewers, Canada-wide, reached two agreements which expire on November 30, 2004
- in their 48-month first-time agreement, field interviewers receive wage increases of 3.2 per cent on November 30, 2000, 2.8 per cent on November 30, 2001 and 2.5 per cent on November 30, 2002 and 2003
- in their 36-month renewal agreement, regional office interviewers receive a wage adjustment to bring the previous 2.5 per cent wage increase received for 2001 to 3.2 per cent; plus an additional 2.8 per cent on December 1, 2001 and 2.5 per cent on December 1, 2002 and 2003
- restructuring of the wage schedule with the deletion of the bottom increment and the addition of a top increment in 2002 and 2003, each representing 4.0 per cent
- improvements in evening and weekend premiums and various leave provisions
- field interviewers will receive a percentage payment of 3.5 per cent in lieu of some leave provisions except vacation leave, where the percentage will range from 6.0 per cent to 11.5 per cent, depending on years of service

Falconbridge Limited *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- following a 3-week work stoppage, 1,050 production and maintenance employees, Falconbridge, Ontario, reached a 36-month agreement which expires on January 31, 2007
- wage adjustment of 40¢ per hour in the first year plus any generated cost-of-living allowance in each of the three years, folded into wage rates
- signing bonus of $2,000
- production bonus of $1,000, if specified targets are met
- improvements to pension plan payment benefits
- labour-management committees established to discuss contracting-out, benefit cost containment and business challenges

Provincial Health Authorities of Alberta *and* **Health Sciences Association of Alberta**

- 7,700 paramedical technical and professional employees, province-wide, Alberta, reached a 36-month agreement which expires March 31, 2005
- wage adjustments of 5.5 per cent on April 1, 2002 and 2003 and 3.0 per cent plus COLA on April 1, 2004
- additional special adjustments for certain classifications on April 1, 2002 and 2004
- cost-of-living allowance introduced in 2004, triggered at 3.0 per cent and folded into wage rates on April 1, 2004
- April 1, 2004, long service increment of 3.5 per cent
- April 1, 2004, professional development allocation of 30 times the hourly rate to cover training courses, etc.
- flexible health benefit spending account established
- four additional paid days of personal leave
- improvements to various premiums and allowances

City of Vancouver *and* **International Association of Fire Fighters**

- 820 firefighters, Vancouver, British Columbia, reached a 48-month agreement which expires on December 31, 2006
- wage increases for 4th year firefighter of 2.0 per cent on January 1, 2003; 1.75 per cent on January 1 and November 1, 2004; 1.5 per cent on January 1, 2005; 2.0 per cent on October 1, 2005; and on April 1, 2006, the cost-of-living allowance with a minimum increase of 2.5 per cent and capped at 3.5 per cent; all other occupations receive wage adjustments based on the benchmark occupation mentioned above
- improvements to dental and health benefits and pension plan

CURRENT SETTLEMENTS

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Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
NOVA SCOTIA		
√ Nova Scotia Association of Health Organizations, province-wide **1118603**	Nova Scotia Nurses' Union (4,000 nurses)	Jan. 28/2004 ********** Nov. 1/2003 – Oct. 31/2006
NEW BRUNSWICK		
√ Mechanical Contractors Association of New Brunswick Inc., province-wide **0268211**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (1,200 plumbers and pipefitters)	Jan. 15/2004 ********** Feb. 1/2004 – June 30/2006
√ Moncton Northeast Construction Association Inc., Commercial Projects, Moncton and area **0252406**	Laborers' Intl. Union of North America (600 labourers)	Dec. 19/2003 ********** Dec. 19/2003 – June 30/2006
√ Moncton Northeast Construction Association Inc., Industrial Projects, Moncton and area **1007604**	Laborers' Intl. Union of North America (600 labourers)	Dec. 19/2003 ********** Dec. 19/2003 – June 30/2006
QUEBEC		
√ Alcan Smelters and Chemicals Ltd., Shawinigan, Jonquière, Saguenay, Port-Alfred, Beauharnois, Shipshaw and Laterrière **0157711**	Fédération des syndicats du secteur aluminium inc. (4,045 production and office employees, security guards and tradesmen)	Jan. 1/2004 ********** Jan. 1/2004 – Dec. 31/2006 Reopener: Dec. 31/2004
√ Brasseries Molson, Montréal **0923804**	Intl. Brotherhood of Teamsters (1,300 production, sales, delivery and distribution employees)	Jan. 25/2004 ********** Feb. 9/2004 – Dec. 21/2010
√ Groupe Pages Jaunes, Montréal and Laval **1086203**	Office and Professional Employees Intl. Union (250 office employees)	Jan. 14/2004 ********** Feb. 3/2004 – Sept. 30/2006

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
	ONTARIO		
√	Durham Catholic District School Board, Durham and area **1070103**	Cdn. Union of Public Employees (190 custodial employees)	Jan. 12/2004 ********** Sept. 1/2003 – Aug. 31/2006
√	Greater Essex County District School Board of Ontario, Windsor **1238103**	Elementary Teachers' Federation (230 occasional teachers)	Oct. 29/2003 ********** Sept. 1/2001 – Aug. 31/2004
√	House of Commons of Canada, Ottawa **0882708**	House of Commons Security Service Employees Association (300 security guards)	Dec. 10/2003 ********** June 1/2003 – May 31/2006
√	Rainy River District Home for the Aged, Fort Frances **1129803**	Cdn. Union of Public Employees (150 nurses and support employees)	Dec. 18/2003 ********** Jan. 1/2002 – Dec. 31/2005
√	Rogers Cable Inc., Toronto **0975506**	Metro Cable TV Maintenance and Service Employees Association (310 service and maintenance employees)	Dec. 4/2003 ********** Sept. 1/2003 – Aug. 31/2009
√	Toronto Catholic District School Board, Toronto **1125504**	Ontario English Catholic Teachers' Association (2,070 secondary teachers)	Jan. 12/2004 ********** Sept. 1/2003 – Aug. 31/2004
	MANITOBA		
√	Tolko Industries Ltd., division of Tolko Manitoba Kraft Papers, The Pas **0114507**	Communications, Energy and Paperworkers Union of Canada (270 mill and office employees)	Jan. 5/2004 ********** Oct. 1/2003 – Sept. 30/2008
	ALBERTA		
√	Prudential Steel Ltd., Calgary **1136904**	United Steelworkers of America (440 production employees)	Jan. 28/2004 ********** Jan. 1/2004 – Dec. 31/2006
	BRITISH COLUMBIA		
√	British Columbia Assessment Authority, province-wide **0658710**	Cdn. Union of Public Employees (590 office and technical employees)	Dec. 29/2003 ********** Jan. 1/2004 – Dec. 31/2005
√	City of New Westminster, New Westminster **0730507**	Cdn. Union of Public Employees (740 inside and outside employees)	Jan. 16/2004 ********** Jan. 1/2003 – Dec. 31/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
MULTIPROVINCE		
√ Bell Canada, province-wide, Que. and Ont. **0402907**	Cdn. Telecommunications Employees' Association (1,100 sales personnel)	Jan. 24/2004 ************ Jan. 27/2004 – Dec. 31/2006
√ Canadian Pacific Railway and St. Lawrence and Hudson Railway, system-wide **0771508**	United Steelworkers of America (1,210 non-operating employees)	Jan. 29/2004 ************ Jan. 1/2004 – Dec. 31/2006
Kindersley Transport Limited, province-wide, Man., Sask., Alta. and B.C. **0939204**	Communications, Energy and Paperworkers Union of Canada (500 truck drivers and dockmen)	Nov. 21/2003 ************ June 1/2003 – Jan. 31/2007

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
• Government of Canada	Various unions	114,320	B/CO	May 02/Dec. 03
• Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec. 02/Sept. 03
• Canada Customs and Revenue Agency	PSAC	41,480	B	Oct. 03/Dec. 03
• Government of Nova Scotia	CUPE (public works)	1,600	ARB	Oct. 02
• Capital District Health	NSGEU	3,000	B	Oct. 03
• Nova Scotia Power Inc.	IBEW	1,000	B	Mar. 03
• Government of New Brunswick	CUPE (health)	5,800	B	June 03
• Government of New Brunswick	Nurses	5,000	B	Dec. 03
• Government of New Brunswick	Teachers	7,600	B	Feb. 04
• Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	Various
• Government of Quebec	Various unions	323,470	B	June 02/03
• SAQ (Quebec Liquor Stores)	Synd. des employés de la SAQ	3,500	B	Dec. 02
• City of Montréal	Various unions	8,770	B/ARB	Apr. 02
• GO Transit (Ont.)	ATU	780	MED	Jul. 03
• Ontario Power Generation	Society of Energy Professionals	3,930	B	Dec. 03
• Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
• Government of Saskatchewan	Saskatchewan Government and General Employees' Union	9,860	B	Aug. 03
• Saskatchewan Association of Health Organizations	Various unions	24,530	B	Mar. 04
• Sask Power	IBEW	1,340	B	Dec. 03
• Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

continued

CURRENT KEY NEGOTIATIONS (continued)

Employer	Union	Number of employees	Status[1]	Expiry month
• Health Authorities of Alberta	Various unions	29,500	B/MED	Mar. 03/04
• Alberta Construction	Various unions	20,000	B/MED	Apr. 03
• TELUS (Alta. and B.C.)	TWU	10,500	ARB	Dec. 00
• Vancouver and other cities	Various unions	4,000	B	Dec. 02
• B.C. Forest Industry	IWA-Canada	15,000	B/MED	June 03
• B.C. Ferry Corporation	B.C. Ferry and Marine Workers	4,400	B/ARB	Dec. 03
• Health Employers of British Columbia	Various unions	97,800	B/TENT	Mar. 04
• Government of Nunavut	PSAC	1,750	B	Mar. 03
• CP, CN and Via Rail	Various unions	22,450	B/WS	Dec. 02/03
• Pipeline Contractors	Labourers, Operating Engineers	4,000	TENT	Apr. 03
• Bell Canada	CEP and CTEA	7,200	CO	Nov. 03

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM JANUARY 30 TO FEBRUARY 26, 2004

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Falconbridge Limited, Sudbury, Ont. National Automobile, Aerospace, Transportation and General Workers of Canada (CAW-Canada)	Not available	1,100	Feb. 1/2004	Feb. 22/2004
Hershey Canada Inc., Smiths Falls, Ont. National Automobile, Aerospace, Transportation and General Workers of Canada (CAW-Canada)	Not available	600	Feb. 5/2004	
Canadian National Railway Company, Canada-wide National Automobile, Aerospace, Transportation and General Workers of Canada (CAW-Canada)	Wages, working conditions, disciplinary procedures	5,540	Feb. 20/2004	
Université Laval, Québec, Que. Fédération nationale des enseignantes et enseignants du Québec	Wages	600	Feb. 23/2004	

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Information sur les milieux de travail

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A monthly publication providing the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments. The aggregate data and details are published in the following groupings: public and private sectors, regions and jurisdictions, and major industry groups. **Subscription**: Canada, 1 year: $220 or 2 years: $400 plus 7% GST; other countries, 1 year: US$220 or 2 years: US$400 (available by e-mail and mail).

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For further information, contact the Workplace Information Directorate:

1-800-567-6866 or (819) 997-3117

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Workplace Information Directorate
Labour Program
Ottawa, Ontario
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Government of Canada / Gouvernement du Canada

Workplace Information / Information sur les milieux de travail

Collective Bargaining Bulletin

Volume 7, Issue 3, March 2004

FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work stoppages*** stating issues when available.

IN THIS ISSUE

	Page
Summaries	1-2
Current Settlements	3-5
Current Key Negotiations	5-6
Major Work Stoppages	6-7
Information Products and Client Services	8

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Contact Client Services at
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or visit our Website at
http://labour.hrdc-drhc.gc.ca

Le Bulletin existe également en français.

SUMMARIES

Canadian National Railway *and* National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)

- following a 1-month work stoppage, 5,000 shopcraft and office employees, system-wide, reached two 36-month agreements which expire on December 31, 2006
- wage adjustments of 3.0 per cent on January 1, 2004, 2005 and 2006
- signing bonus of $1,000
- modifications to the pension plan formula
- improvements in shift premiums and extended health provisions

continued

Canada

Crossley Carpet Mills Limited *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- 260 production and maintenance employees, Truro, Nova Scotia, reached a 36-month agreement which expires on June 30, 2006
- wage adjustments of 3.0 per cent on July 1, 2003 and 2004, and 3.5 per cent on July 1, 2005
- improvements to early retirement provision

Laval University *and* **Fédération nationale des enseignantes et enseignants du Québec**

- 1,600 lecturers, Québec City, Quebec, reached a 36-month agreement which expires April 30, 2006
- indexation to wages on May 1, 2004, 2005 and 2006 as per the Ministry of Education of Quebec
- "catch-up" adjustment of 12.5 per cent on May 1, 2003 plus wage adjustments of 2.5 per cent on September 1, 2003 and 1.0 per cent on September 1, 2004, January 1, 2005, September 1, 2005 and January 1, 2006
- improvements in pension plan and various leave provisions

Hershey Canada Inc. *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- after an approximate 5-week work stoppage, 560 production employees, Smith Falls, Ontario, reached a 36-month agreement which expires on January 31, 2007
- wage adjustments of 28¢ on March 13, 2004; 48¢ on February 1, 2005 and 48¢ on February 1, 2006
- additional skilled trades adjustments of 48¢ on March 13, 2004; 48¢ on February 1, 2005 and 25¢ on February 1, 2006
- improvements to shift premiums, tool and safety shoe allowances, health and welfare benefits and pension plan

Health Employers Association of British Columbia *and* **Community Health Sub-Sector Bargaining Association**

- 13,500 health services and technical employees, province-wide, British Columbia, reached a 24-month agreement which expires March 31, 2006
- wage roll-back of **4.06** per cent
- deletion of wage comparability and standardization fund
- changes to vacation entitlements
- registered retirement savings plan and other pension plans will remain in force until the implementation of a new Municipal Pension Plan in 2006
- introduction of contracting-out disincentives and employment opportunities for displaced employees

The content of this publication has been prepared by members of The Canadian Association of Professional Employees and The Public Service Alliance of Canada.

CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at http://206.191.16.138/gol/. These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
NOVA SCOTIA		
√ Trenton Works Ltd., Trenton **0202408**	United Steelworkers of America (1,150 production employees and general tradesmen)	Feb. 11/2004 ********** Nov. 1/2003 – Oct. 31/2006
QUEBEC		
Draxis Pharma Inc., Kirkland **1203502**	United Food and Commercial Workers Intl. Union (170 plant and maintenance employees)	Feb. 22/2004 ********** May 1/2003 – April 30/2008
Industries A.P. inc., Laurier Station **1064302**	Fédération des travailleurs et des travailleuses du papier et de la forêt (230 production employees)	Feb. 28/2004 ********** March 17/2004 – April 24/2007
√ Université de Sherbrooke, Sherbrooke **1002904**	Syndicat des chargées et chargés de cours de l'Université de Sherbrooke (2,070 lecturers)	Feb. 22/2004 ********** Jan. 1/2004 – Dec. 31/2007
ONTARIO		
√ Autoliv Electronics Canada Inc., Markham **0211708**	Intl. Association of Machinists and Aerospace Workers (240 production employees)	Feb. 15/2004 ********** Jan. 10/2004 – Jan. 12/2007
√ City of Toronto, Toronto **1208702**	Intl. Association of Fire Fighters (2,950 firefighters)	Feb. 12/2004 ********** Jan. 1/2002 – Dec. 31/2006 Reopener: Dec. 31/2004
√ General Electric Canada Inc., Pellet, Burlington, Peterborough and Pickering **0215908**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (650 plant and maintenance employees)	Feb. 21/2004 ********** Feb. 16/2004 – Feb. 15/2007
√ Greater Essex County District School Board, Windsor and area **1241803**	Cdn. Union of Public Employees (250 technical and office employees)	March 3/2004 ********** Sept. 1/2003 – Feb. 28/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
ONTARIO (continued)		
√ Halton Regional Police Services Board, Oakville and area **0912408**	Halton Regional Police Association (490 uniform and 160 civilian employees)	Feb. 16/2004 ********** Jan. 1/2003 – Dec. 31/2005
Laidlaw Transit Ltd., Ottawa **0372509**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (190 bus drivers)	Feb. 11/2004 ********** July 1/2003 – June 30/2005
√ Peel District School Board, Mississauga and area **1186904**	Cdn. Union of Public Employees (600 office employees and library technicians)	Feb. 24/2004 ********** Sept. 1/2003 – Aug. 31/2004
√ Queen's University, Kingston **0527413**	Cdn. Union of Public Employees (220 service and maintenance employees)	Jan. 19/2004 ********** July 1/2003 – June 30/2006
√ Tower Automotive, Toronto **0169108**	United Steelworkers of America (170 plant and maintenance employees)	Feb. 14/2004 ********** Feb. 24/2004 – Feb. 23/2007
ALBERTA		
√ City of Calgary, Calgary **0725810**	Calgary Police Association (1,440 police officers)	Feb. 5/2004 ********** Jan. 1/2004 – March 31/2006
√ Provincial Health Authorities of Alberta, province-wide **1250702**	Health Sciences Association of Alberta (7,700 para-medical professional and technical employees)	Feb. 4/2004 ********** April 1/2002 – March 31/2005
√ Suncor Energy Inc., Oil Sands, Fort McMurray **0020411**	Communications, Energy and Paperworkers Union of Canada (1,550 mine employees)	Feb. 17/2004 ********** May 1/2004 – April 30/2007
BRITISH COLUMBIA		
√ Lilydale Co-Operative Limited, Abbotsford **0027509**	United Food and Commercial Workers Intl. Union (140 plant and maintenance employees)	Feb. 18/2004 ********** July 1/2003 – June 30/2006
MULTIPROVINCE		
√ Government of Canada, Canada-wide **0666809**	Cdn. Union of Professional and Technical Employees (1,070 translators)	Feb. 20/2004 ********** Feb. 23/2004 – April 18/2005

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
MULTIPROVINCE (continued)		
√ H.M. Trimble and Sons (1983) Ltd., various centres in Sask, Alta., B.C. and Yukon Territory **0355608**	Intl. Union of Operating Engineers (150 truck drivers)	Dec. 22/2003 ************ Dec. 1/2003 – Nov. 30/2006
Kindersley Transport Limited, province-wide, Man., Sask., Alta. and B.C. **0939204**	Communications, Energy and Paperworkers Union of Canada (500 truck drivers and dockmen)	Nov. 21/2003 ************ June 1/2003 – Jan. 31/2007
√ Statistical Survey Operations, Canada-wide **0970707**	Public Service Alliance of Canada (690 regional office interviewers)	Feb. 12/2004 ************ Dec. 1/2001 – Nov. 30/2004
√ Statistical Survey Operations, Canada-wide **1264001**	Public Service Alliance of Canada (850 field interviewers)	Feb. 12/2004 ************ Dec. 1/2000 – Nov. 30/2004

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
• Government of Canada	Various unions	113,390	B/CO/TENT	May 02/Jan. 04
• Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec. 02/Sept. 03
• Canada Revenue Agency	PSAC and PIPSC	41,480	B/CO	Oct. 03/Dec. 03
• Government of Newfoundland and Labrador	NAPE and CUPE	17,000	CO	Mar. 04
• Government of Nova Scotia	CUPE (public works)	1,600	ARB	Oct. 02
• Capital District Health	NSGEU	3,000	B	Oct. 03
• Nova Scotia Power Inc.	IBEW	1,000	B	Mar. 03
• Government of New Brunswick	CUPE (health)	5,800	CO	June 03
• Government of New Brunswick	Nurses	5,000	B	Dec. 03
• Government of New Brunswick	Teachers	7,600	B	Feb. 04
• Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	Various
• Government of Quebec	Various unions	323,470	B	June 02/03
• SAQ (Quebec Liquor Stores)	Synd. des employés de la SAQ	3,500	B	Dec. 02
• City of Montréal	Various unions	8,770	B/ARB	Apr. 02
• Quebec Construction	Various unions	65,000	B	Apr. 04
• GO Transit (Ont.)	ATU	780	MED	Jul. 03

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

continued

CURRENT KEY NEGOTIATIONS (continued)

Employer	Union	Number of employees	Status[1]	Expiry month
• College Compensation and Appointments Council (Ont.)	OPSEU	6,500	TENT	Aug. 03
• Ontario Power Generation	Society of Energy Professionals	3,930	ARB	Dec. 03
• Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
• Government of Saskatchewan	Saskatchewan Government and General Employees' Union	9,860	B	Aug. 03
• Saskatchewan Association of Health Organizations	Various unions	24,530	B	Mar. 04
• Sask Power	IBEW	1,340	B	Dec. 03
• Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
• Health Authorities of Alberta	Various unions	29,500	B/MED	Mar. 03/04
• Alberta Construction	Various unions	20,000	B/MED	Apr. 03
• TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
• Vancouver and other cities	Various unions	4,000	B	Dec. 02
• B.C. Forest Industry	IWA-Canada	15,000	B/MED	June 03
• B.C. Ferry Corporation	B.C. Ferry and Marine Workers	4,400	B/ARB	Dec. 03
• Health Employers of British Columbia	Various unions	97,800	B/TENT	Mar. 04
• Government of Nunavut	PSAC	1,750	B	Mar. 03
• CP, CN and Via Rail	Various unions	17,450	B	Dec. 02/03
• Pipeline Contractors	Labourers, Operating Engineers	4,000	TENT	Apr. 03
• Bell Canada	CEP	7,200	CO	Nov. 03

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MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM FEBRUARY 27 TO MARCH 25, 2004

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Hershey Canada Inc., Smiths Falls, Ont. National Automobile, Aerospace, Transportation and General Workers of Canada (CAW-Canada)	Not available	600	Feb. 5/2004	Mar. 16/2004
Canadian National Railway Company, Canada-wide National Automobile, Aerospace, Transportation and General Workers of Canada (CAW-Canada)	Wages, working conditions, disciplinary procedures	5,540	Feb. 20/2004	Mar. 20/2004

continued

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM FEBRUARY 27 TO MARCH 25, 2004 (continued)

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Université Laval, Québec, Que. Fédération nationale des enseignantes et enseignants du Québec	Wages	600	Feb. 23/2004	Mar. 15/2004
Government of Quebec (Legal officers), province-wide Office and Professional Employees International Union	Wages	830	Mar. 25/2004	Mar. 25/2004

Calendars of Collective Agreements Expiries and Reopeners

2004 Calendar listings for
MAJOR and SMALL Bargaining Units

are now available on the
Workplace Information Directorate Website at

http://labour.hrdc-drhc.gc.ca/doc/wid-dimt/eng/expreo.cfm

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Ottawa, Ontario
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Information sur les milieux de travail
Workplace Information

Bulletin – Négociation collective

Volume 7, numéro 4, avril 2004

AVANT-PROPOS

Grâce au *Bulletin de la négociation collective*, la Direction de l'information sur les milieux de travail permet aux intervenants dans le domaine des relations du travail d'accéder rapidement à des renseignements à jour sur les conventions signées récemment au Canada et sur l'état des principales négociations en cours.

Le *Bulletin* présente des **résumés** des règlements les plus récents en mettant l'accent sur les principaux changements apportés à la convention précédente. Ces résumés traitent des négociations terminées dont le rapport final du règlement n'était pas disponible lors de l'impression.

Dans la liste des **ententes conclues**, un crochet indique celles pour lesquelles un sommaire d'entente est disponible au moment de la parution.

Le *Bulletin* contient également des précisions sur les **conventions clés en cours de négociation** et une liste des **principaux arrêts de travail**, y compris les questions en litige quand elles sont disponibles.

DANS CE NUMÉRO

	Page
Résumés	1-2
Ententes conclues	3-6
Conventions clés en cours de négociation	7
Principaux arrêts de travail	8
Produits d'information et Services à la clientèle	9

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ou visitez le site Web à http://rhdcc.gc.ca/fr/pt/imt/contact/contactez_nous.shtml

The Bulletin is also available in English.

RÉSUMÉS

Université du Québec en Outaouais *et* Syndicat des chargées et chargés de cours de l'université du Québec en Outaouais

- 560 chargés de cours de Gatineau (Québec) ont conclu une convention de 42 mois expirant le 30 novembre 2006
- rajustements salariaux moyens de 5,5 % le 1er janvier 2004, de 2,5 % les 1er janvier 2005 et 2006 et de 3 % le 1er juin 2006
- rajustements additionnels équivalant à ceux négociés dans ces secteurs public et parapublic
- à compter du 1er janvier 2005, un nouveau système de classification des salaires sera établi en fonction des diplômes et des années d'expérience

suite

NAV CANADA *et* **Syndicat national de l'automobile, de l'aérospatiale, du transport et des autres travailleurs et travailleuses du Canada (TCA-Canada)**

- 850 spécialistes de l'information de vol à l'échelle du Canada ont conclu deux conventions : une convention de 36 mois expirant le 30 avril 2004 et une convention de 24 mois expirant le 30 avril 2006
- la première convention accorde des rajustements salariaux de 2,5 % le 1er mai 2001; de 1,5 % le 1er janvier 2002; de 2,5 % le 1er mai 2002; de 1,5 % le 1er janvier 2003; de 2,75 % le 1er mai 2003; et de 1,0 % le 1er janvier 2004
- la deuxième convention accorde des rajustements salariaux de 3,0 % le 1er mai 2004 et le 1er mai 2005, un montant équivalant aux rajustements salariaux généraux accordés aux contrôleurs aériens
- améliorations aux allocations de formation et d'exposés météorologiques pour l'aviation, les deux ouvrant droit à pension
- nouvelles options de sous-traitance

Purolator Courier Ltd. *et* **Fraternité internationale des Teamsters**

- 8500 messagers, techniciens et trieurs à temps plein et à temps partiel, à l'échelle du Canada, ont conclu une convention de 48 mois expirant le 31 décembre 2007
- rajustements salariaux de 3,0 % les 1er janvier 2004, 2005, 2006 et 2007
- augmentation des prestations de retraite de 60 $ par mois, par année de service
- réduction des postes fractionnés
- améliorations au droit au congé annuel

Camco inc. *et* **Syndicat canadien des communications, de l'énergie et du papier**

- 800 employés de production de Montréal (Québec) ont conclu une convention de 36 mois expirant le 4 mars 2007
- IVC incorporée de 28 ¢
- rajustements salariaux de 28 à 48 ¢ l'heure le 5 mars 2004, de 30 à 51 ¢ l'heure le 5 mars 2005, et de 32 à 53 ¢ l'heure le 5 mars 2006
- améliorations aux primes de poste, à l'assurance-soins dentaires et au régime de retraite
- disposition donnant lieu à un paiement forfaitaire de 15 000 $ pour une retraite anticipée à l'âge de 55 ans, après 10 années de services
- nouvelles dispositions relatives à l'équité salariale et aux métiers spécialisés

Gencorp Canada Inc. *et* **Métallurgistes unis d'Amérique**

- 700 employés d'usine et préposés à l'entretien de Welland (Ontario) ont conclu une convention de 36 mois expirant le 31 mai 2007
- rajustements salariaux de 2,25 % les 31 mai 2004, 30 mai 2005 et 29 mai 2006
- prime de 500 $ à la signature
- améliorations aux primes de quart, aux dispositions relatives à la santé et au bien-être, aux indemnités pour chaussures de sécurité et au régime de pension
- formation d'un comité sur les métiers spécialisés pour examiner notamment les questions de sous-traitance et de formation
- établissement d'un bassin de main-d'œuvre polyvalente

Calendriers des principales conventions collectives qui viennent à expiration et des réouvertures de négociation

Les listes des PRINCIPALES et des PETITES unités de négociation pour l'année 2004 sont maintenant disponibles sur le site Web de la Direction de l'information sur les milieux de travail à **http://rhdcc.gc.ca/fr/pt/imt/contact/contactez_nous.shtml .**

ENTENTES CONCLUES

√ ***Vous pouvez obtenir directement les sommaires d'entente qui sont disponibles en français ou en anglais en visitant NÉGOTHÈQUE à http://rhdcc.gc.ca/fr/pt/imt/pub/02negotheque.shtml . Vous pouvez également en faire la demande en communiquant avec la Direction de l'information sur les milieux de travail au 1-800-567-6866 ou au (819) 997-3117. Si vous avez des problèmes d'accès à NÉGOTHÈQUE, veuillez nous en faire part aux mêmes numéros de téléphone.***

Employeur, emplacement et numéro de référence	Syndicat et unité de négociation	Date de ratification •••••••••••• Durée de la convention
ÎLE-du-PRINCE-ÉDOUARD		
√ Health Authorities of Prince Edouard Island, à l'échelle de la province **1005406**	Union internationale des opérateurs-ingénieurs (FAT-COI/CTC) (640 employés des services administratifs, employés des services et préposés à l'entretien, employés para-médicaux et techniques)	15 mars 2004 •••••••••••• du 1er avril 2003 au 31 mars 2006
NOUVELLE-ÉCOSSE		
√ Crossley Carpet Mills Limited, Truro **0087008**	Synd. national de l'automobile, de l'aérospatiale, du transport et des autres travailleurs et travailleuses du Canada (TCA-Canada) (260 employés d'usine et préposés à l'entretien)	12 mars 2004 •••••••••••• du 1er juillet 2003 au 30 juin 2006
QUÉBEC		
Camco inc., Montréal **0209208**	Synd. canadien des communications, de l'énergie et du papier (800 employés de production)	28 mars 2004 •••••••••••• du 5 mars 2003 au 4 mars 2007
√ Draxis Pharma inc., Kirkland **1203502**	Union internationale des travailleurs et travailleuses unis de l'alimentation et du commerce (170 employés d'usine et préposés à l'entretien)	22 février 2004 •••••••••••• du 1er mai 2003 au 30 avril 2008
√ Industries A.P. inc., Laurier Station **1064302**	Fédération des travailleurs et des travailleuses du papier et de la forêt (230 employés de production)	28 février 2004 •••••••••••• du 17 mars 2004 au 24 avril 2007
√ Université Laval, Québec **0807307**	Fédération nationale des enseignantes et des enseignants du Québec (1 600 chargés de cours)	13 mars 2004 •••••••••••• du 6 mai 2003 au 30 avril 2006
√ XTL Transport inc., Lachine **0957204**	Fraternité internationale des Teamsters (300 propriétaires exploitants)	29 février 2004 •••••••••••• du 13 novembre 2003 au 12 novembre 2007

suite

Employeur, emplacement et numéro de référence	Syndicat et unité de négociation	Date de ratification ********** Durée de la convention
QUÉBEC (suite)		
√ 9001-4986 Québec inc., Marché St-Joseph, Montréal **1101503**	Union internationale des travailleurs et travailleuses unis de l'alimentation et du commerce (110 commis de détail)	8 mars 2004 ********** du 14 mars 2004 au 13 mars 2010
ONTARIO		
√ Chambre des communes, Ottawa **0829408**	Alliance de la Fonction publique du Canada (270 employés d'exploitation)	4 mars 2004 ********** du 21 avril 2003 au 20 avril 2006
√ College Compensation and Appointments Council, à l'échelle de la province **0521509**	Synd. des empl. de la fonction publique de l'Ontario (8 600 personnel enseignant)	31 mars 2004 ********** du 1er septembre 2003 au 31 août 2005
Collège français de Toronto, Toronto et Mississauga **1104304**	Alliance des enseignants du Collège français de Toronto (140 enseignants à l'élémentaire et au secondaire)	3 mars 2004 ********** du 1er septembre 2002 au 31 août 2005
Electrical Trade Bargaining Agency Electrical Contractors Association, à l'échelle de la province **0275609**	Fraternité internationale des ouvriers en électricité (14 000 électriciens)	28 février 2004 ********** du 1er mai 2004 au 30 avril 2007
√ Hershey Canada Inc., Smith Falls **0059708**	Synd. national de l'automobile, de l'aérospatiale, du transport et des autres travailleurs et travailleuses du Canada (TCA-Canada) (560 employés d'usine et préposés à l'entretien)	13 mars 2004 ********** du 13 mars 2004 au 31 janvier 2007
Laidlaw Transit Ltd., Ottawa **0372509**	Synd. national de l'automobile, de l'aérospatiale, du transport et des autres travailleurs et travailleuses du Canada (TCA-Canada) (190 chauffeurs d'autobus)	11 février 2004 ********** du 1er juillet 2003 au 30 juin 2005
√ Laidlaw Transit Ltd., Welland **1134604**	Union intern. des travailleurs et travailleuses unis de l'alimentation et du commerce (170 chauffeurs d'autobus)	15 janvier 2004 ********** du 1er septembre 2003 au 31 août 2006
√ Noma Cable Tech, division de Noma inc., Stouffville **1091104**	Synd. national de l'automobile, de l'aérospatiale, du transport et des autres travailleurs et travailleuses du Canada (TCA-Canada) (200 employés de production)	1er mars 2004 ********** du 1er mars 2004 au 28 février 2007

suite

Employeur, emplacement et numéro de référence	Syndicat et unité de négociation	Date de ratification ************ Durée de la convention
ONTARIO (suite)		
√ Ontario Power Generation Inc., nucléaire et non-nucléaire, à l'échelle de la province **1256202**	Society of Energy Professionals (2 100 scientifiques nucléaires et 900 scientifiques non-nucléaires et autres professionnels et employés des services administratifs) (2 conventions)	22 mars 2004 ************ du 1er janvier 2004 au 31 décembre 2004
√ Parmalat Dairy and Bakery Inc., Brampton **1128504**	Synd. international de l'automobile, de l'aérospatiale, du transport et des autres travailleurs et travailleuses du Canada (TCA-Canada) (150 employés de production)	14 mars 2004 ************ du 6 avril 2004 au 5 avril 2007
MANITOBA		
√ Pembina Trails School Division, Winnipeg **1321901**	Manitoba Teachers' Society (1 010 enseignants à l'élémentaire et au secondaire)	12 mars 2004 ************ du 1er juillet 2002 au 30 juin 2004
√ Seven Oaks School Division No.10, Seven Oaks **0492311**	Manitoba Teachers' Society (630 enseignants à l'élémentaire et au secondaire)	10 mars 2004 ************ du 1er juillet 2003 au 30 juin 2005
√ Ville de Winnipeg, Winnipeg **0721909**	Assoc. de la police de Winnipeg (1 550 agents de police et employés de bureau)	18 mars 2004 ************ du 24 décembre 2002 au 23 décembre 2004
ALBERTA		
√ Calgary Laboratory Services, Calgary **1127003**	Health Sciences Association of Alberta (950 employés des services de santé)	10 mars 2004 ************ du 1er juillet 2002 au 30 juin 2005
√ Gouvernement de l'Alberta, à l'échelle de la province **0673612**	Alberta Union of Provincial Employees (19 330 employés techniques et professionnels, employés de bureau et des services) (9 conventions de réexamen des salaires)	26 mars 2004 ************ 1er septembre 2003 au 31 août 2004
√ TransAlta Utilities Corporation, à l'échelle de la province **0412609**	Fraternité internationale des ouvriers en électricité (480 employés d'usine et préposés à l'entretien)	16 mars 2004 ************ du 1er janvier 2004 au 31 décembre 2005

suite

Employeur, emplacement et numéro de référence	Syndicat et unité de négociation	Date de ratification ************ Durée de la convention
COLOMBIE-BRITANNIQUE		
√ Health Employers Association of British Columbia, à l'échelle de la province **1194503**	British Columbia Government and Service Employees' Union, Union internationale des travailleurs et travailleuses unis de l'alimentation et du commerce et Synd. canadien de la fonction publique (13 500 employés non médicaux et des services de santé)	19 mars 2004 ************ du 1er avril 2004 au 31 mars 2006
√ Moduline Industries (Canada) Ltd., Penticton **1157903**	Assoc. internationale des machinistes et des travailleurs de l'aérospatiale (150 employés de production)	25 mars 2004 ************ du 1er décembre 2003 au 30 novembre 2007
√ Ville de Coquitlam, Coquitlam **0736611**	Assoc. internationale des pompiers (130 pompiers)	11 mars 2004 ************ du 1er janvier 2003 au 31 décembre 2006
MULTIPROVINCE		
√ Chemins de fer nationaux du Canada, à l'échelle du réseau, à l'exception de T.-N.-L. **0294708**	Synd. national de l'automobile, de l'aérospatiale, du transport et des autres travailleurs et travailleuses du Canada (TCA-Canada) (2 430 employés de bureau)	18 mars 2004 ************ du 1er janvier 2004 au 31 décembre 2006
√ Chemins de fer nationaux du Canada, à l'échelle du réseau **1012504**	Synd. national de l'automobile, de l'aérospatiale, du transport et des autres travailleurs et travailleuses du Canada (TCA-Canada) (2 780 employés d'atelier)	18 mars 2004 ************ du 1er janvier 2004 au 31 décembre 2006
√ Kindersley Transport Limited, à l'échelle de la province, Man., Sask., Alb., et C.-B. **0939204**	Synd. canadien des communications, de l'énergie et du papier (500 camionneurs et débardeurs)	21 novembre 2003 ************ du 1er juin 2003 au 31 janvier 2007
√ Transports nationaux du Canada Limitée, à l'échelle du réseau **1224103**	Synd. national de l'automobile, de l'aérospatiale, du transport et des autres travailleurs et travailleuses du Canada (TCA-Canada) (390 chauffeurs propriétaires)	26 mars 2004 ************ du 1er janvier 2004 au 31 décembre 2006
Purolator Courrier Limitée, à l'échelle du Canada **1034403**	Fraternité internationale des Teamsters (8 500 messagers et employés des services et préposés à l'entretien)	25 mars 2004 ************ du 1er janvier 2004 au 31 décembre 2007
√ Reimer Express Lines Ltd., à l'échelle du réseau **0354707**	Synd. nat. de l'automobile, de l'aérospatiale, du transport et des autres trav. et travailleurs du Canada (TCA-Canada) (270 camionneurs)	15 décembre 2003 ************ du 1er septembre 2003 au 31 août 2006

CONVENTIONS CLÉS EN COURS DE NÉGOCIATION

Employeur	Syndicat	Nombre d'employés	Situation[1]	Mois d'expiration
• Gouvernement du Canada	divers syndicats	113 390	N/CO/ARB	mai02/jan.04
• Agence canadienne d'inspection des aliments	AFPC et IPFPC	4 350	N/CO	déc.02-sept.03
• Agence du revenu du Canada	AFPC et IPFPC	41 460	N/CO	oct.03/déc.03
• Gouvernement de Terre-Neuve-et-Labrador	NAPE et SCFP	17 000	AT	mars 04
• Gouvernement de la Nouvelle-Écosse	SCFP (travaux publics)	1 600	ARB	oct. 02
• Capital District Health	NSGEU	7 800	N/ARB	oct. 03
• Nova Scotia Health Organizations	SCFP	3 000	N	mars 04
• Nova Scotia Power Inc.	FIOE	1 000	CO	mars 03
• Gouvernement du Nouveau-Brunswick	SCFP (santé)	5 800	CO	juin 03
• Gouvernement du Nouveau-Brunswick	infirmiers(ères)	5 000	CO	déc. 03
• Gouvernement du Nouveau-Brunswick	enseignants	7 600	N	fév. 04
• Gouvernement de l'Île-du-Prince-Édouard	enseignants	1 500	N	mars 04
• Aliant Telecom inc. (Atlantique)	SCEP et ACTWU	4 500	AT	divers
• Gouvernement du Québec	divers syndicats	323 470	N	juin 02/03
• Société des alcools du Québec	Synd. des empls. de la SAQ	3 500	N	déc. 02
• Ville de Montréal	divers syndicats	8 770	N/ARB	avril 02
• GO Transit (Ont.)	ATU	780	MED	juil. 03
• Ontario Nursing Homes	SEIU	3 200	N	déc. 03
• Gouvernement de la Saskatchewan	Sask. Govt. and Gen. Empls. Union	9 860	N	août 03
• Saskatchewan Assn. of Health Orgs.	divers syndicats	24 530	N	mar. 04
• Sask Power	FIOE	1 340	N	déc. 03
• Alberta Boards of Education/Trustees (Calgary et Edmonton)	ATA (enseignants)	13 360	N	août 03
• Health Authorities of Alberta	divers syndicats	29 500	N/MED	mar. 03/04
• Industrie de la Construction en Alberta	divers syndicats	20 000	N/MED	avril 03
• TELUS (C.-B. et Alb.)	TWU	10 500	ARB	déc. 00
• Ville de Vancouver et autres municipalités	divers syndicats	4 000	N/MED	déc. 02
• Industrie forestière de la C.-B.	IWA-Canada	15 000	N/MED	juin 03
• B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4 400	N/ARB	déc. 03
• Health Employers of British Columbia	divers syndicats	84 000	N/AT	mar. 04
• Government of Nunavut	AFPC	1 750	PR	mar. 03
• CP / CN / VIA Rail	divers syndicats	1 730	N/CO	déc. 02/03
• Pipeline Contractors	manoeuvres, ingénieurs	4 000	PR	avril 03
• Bell Canada	SCEP	7 200	CO	nov. 03

[1] ARB arbitrage; AT arrêt de travail; CO conciliation; MED médiation; MPAT médiation après un arrêt de travail; N négociation; NPAB négociation postérieure à l'arbitrage; NPAT négociation après un arrêt de travail; NPC négociation postérieure à la conciliation; NPM négociation postérieure à la médiation; PR projet de règlement

Le contenu de cette publication a été préparé par des membres de l'Association canadienne des employés professionnels et de l'Alliance de la fonction publique du Canada.

PRINCIPAUX ARRÊTS DE TRAVAIL IMPLIQUANT 500 EMPLOYÉS OU PLUS DU 26 MARS AU 29 AVRIL 2004

Employeur, emplacement, syndicat	Points de litige	Nombre d'employés	Début	Fin
Gouvernement de Terre-Neuve-et-Labrador, à l'échelle de la province Association des employés des secteurs publics et privés de Terre-Neuve-et-Labrador et Syndicat canadien de la fonction publique	Salaires	20 000	1er avril 2004	28 avril 2004
Windsor Casino Limited, Windsor, Ontario Syndicat canadien de l'automobile, de l'aérospatiale, du transport et des autres travailleurs et travailleuses du Canada (TCA-Canada)	Non disponible	3 600	3 avril 2004	28 avril 2004 *(Entente provisoire)*
Saskatchewan Institute of Applied Science and Technology, Moose Jaw, Prince Albert, Regina et Saskatoon, Saskatchewan Syndicat de la fonction publique et des employés généraux de la Saskatchewan	Salaires, charge de travail et avantages sociaux	1 130	24 mars 2004 *(Grève rotative)*	19 avril 2004
Council of Marine Carriers (capitaines et ingénieurs), Côte Ouest Guilde de la marine marchande du Canada	Salaires et conditions de travail	800	16 avril 2004	24 avril 2004
Aliant Telecom Inc. à l'échelle de la province, Nouvelle-Écosse, Terre-Neuve-et-Labrador, Île-du-Prince-Édouard et Nouveau-Brunswick Syndicat canadien des communications, de l'énergie et du papier et le Syndicat des travailleurs en communication et des techniciens de l'Atlantique	Régime de retraite, vacances, heures de travail et avantages sociaux	4 300	23 avril 2004	
Dalhousie University, Halifax, Nouvelle-Écosse Syndicat canadien de la fonction publique	Salaires	930	23 avril 2004	
Health Employers Association of British Columbia à l'échelle de la province, Colombie-Britannique Divers syndicats	Salaires, avantages sociaux, sous-traitance et mise-à-pied	43 000	25 avril 2004	29 avril 2004 *(Loi de retour au travail)*

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Information sur les milieux de travail

Workplace Information

PRODUITS D'INFORMATION ET SERVICES À LA CLIENTÈLE

Services à la clientèle

La Direction de l'information sur les milieux de travail est votre source de renseignements à jour et personnalisés sur les relations industrielles et la négociation collective au Canada.

En répondant à vos besoins précis en matière de recherche, nous pouvons vous aider à vous préparer à la résolution de questions à la table de négociation. Grâce à notre service d'information et à nos publications, nous pouvons aussi vous aider à vous tenir au courant des innovations introduites dans le domaine des relations de travail. C'est la raison pour laquelle négociateurs, chercheurs, économistes, consultants, journalistes, professeurs, et nombre d'autres spécialistes font appel à nos ressources.

Bulletin des règlements salariaux

Publication mensuelle fournissant des informations les plus récentes et des analyses des tendances salariales issues des principaux règlements de la négociation collective au Canada. Le Bulletin est une publication reconnue et indispensable qui présente des données statistiques et analytiques illustrées par des tableaux et des graphiques sur les derniers changements touchant les salaires. Des données globales et détaillées sont publiées par catégories : secteurs public et privé, régions et sphères de compétence et principaux secteurs d'activité. **Abonnement**, au Canada, 1 an : 220 $ ou 2 ans : 400 $ plus 7 % de TPS; dans les autres pays, 1 an : 220 $US ou 2 ans : 400 $US (disponible par courriel et par la poste).

Gazette du travail

Publication trimestrielle présentant les rajustements salariaux tirés des principales conventions collectives négociées au Canada, selon les secteurs public et privé, la région, la sphère de compétence et le secteur d'activité; une analyse détaillée des dispositions particulières issues des principales conventions collectives; une chronologie des arrêts de travail et des renseignements sur les pratiques innovatrices en milieu de travail tirées des conventions collectives signées. On y trouve aussi des articles et études de cas sur des questions relatives aux relations de travail. **Abonnement**, au Canada, 1 an : 140 $ ou 2 ans : 250 $ plus 7 % de TPS; dans les autres pays, 1 an : 140 $US ou 2 ans : 250 $US (disponible par la poste seulement).

Bulletin de la négociation collective

Publication mensuelle fournissant de l'information à jour tirée des principales conventions collectives signées récemment au Canada. Cette publication offre de l'information sommaire sur les changements relatifs aux salaires et aux avantages sociaux, l'état des principales négociations, ainsi que les arrêts de travail. De plus, on peut y trouver une liste à jour de sommaires d'entente, disponibles via la base de données Négothèque. **Abonnement**, au Canada, 1 an : 65 $ ou 2 ans : 110 $ plus 7 % de TPS; dans les autres pays, 1 an : 65 $US ou 2 ans : 110 $US (disponible par courriel et par la poste).

Négothèque

Une base de données consultable sur les relations du travail qui fournit des renseignements à jour sur les aspects importants (sommaires d'entente et texte intégral des conventions collectives) des négociations collectives au Canada. Accès via Internet. Offerte ***gratuitement*** en tant que valeur ajoutée à nos abonné(e)s.

Visitez notre site Internet pour obtenir de l'information sur les arrêts de travail, les organisations de travailleurs et de travailleuses au Canada, le calendrier des principales conventions collectives qui viennent à expiration et celui des réouvertures de négociation, les articles et études de cas publiés dans la Gazette du travail, renseignements sur les pratiques innovatrices en milieu de travail et certains changements récents à la législation du travail au Canada.

Pour de plus amples renseignements, veuillez communiquer avec la Direction de l'information sur les milieux de travail :

1-800-567-6866 ou (819) 997-3117

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Direction de l'information sur les milieux de travail
Programme du travail
Ottawa (Ontario)
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Workplace Information
Information sur les milieux de travail

Collective Bargaining Bulletin

Volume 7, Issue 5, May 2004

FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work stoppages*** stating issues when available.

IN THIS ISSUE

	Page
Summaries	1–2
Current Settlements	2–5
Current Key Negotiations	6
Major Work Stoppages	7
Information Products and Client Services	9

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Contact Client Services at
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http://www.hrsdc.gc.ca/en/lp/wid/info.shtml

Le Bulletin existe également en français.

SUMMARIES

Windsor Casino Limited *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- after an approximate 6-week work stoppage, 3,500 casino and office employees, Windsor, Ontario, reached a 48-month agreement which expires April 3, 2008
- wage adjustments of 50¢ per hour on April 1, 2004 and 40¢ per hour on April 1, 2005, 2006 and 2007
- lump-sum payments of $1,500 for full-time employees, $1,200 for part-time and weekend employees and $750 for students and probationary employees
- improvements in health and welfare benefits, pension plan and other allowances

continued

Saskatchewan Wheat Pool *and* **Grain Services Union**

- 540 operations and maintenance employees, various locations in Saskatchewan, Manitoba, Ontario and British Columbia, reached a 36-month agreement which expires on January 31, 2006
- wage adjustments, depending on occupation, range from 2.0 to 2.75 per cent on February 1, 2003; 2.5 to 2.75 per cent on February 1, 2004; and 2.5 to 3.0 per cent on February 1, 2005
- employer may implement a new incentive pay plan with the right to amend or cancel the plan at its discretion; the Team Compensation Plan has been deleted
- improvements to health care and pension plan benefits

Greater Essex County District School Board *and* **Elementary Teachers' Federation of Ontario**

- 1,380 elementary teachers, Windsor and area, Ontario, reached a 36-month agreement which expires on August 31, 2004
- wage adjustments of 0.5 per cent on September 1, 2001; 1.0 per cent on April 1, 2002; 0.5 per cent on June 1, 2002; 2.5 per cent on September 1, 2002; 1.0 per cent on April 15, 2003; 0.5 per cent on June 1, 2003; 2.0 per cent on September 1, 2003; and 1.0 per cent on March 1 and June 1, 2004

Winnipeg School Division No. 1 *and* **Manitoba Teachers' Society**

- 3,150 elementary and secondary teachers, Winnipeg, Manitoba, reached a 24-month agreement which expires on June 30, 2005
- average wage adjustment of 3.4 per cent on July 1, 2003, and a wage adjustment of 3.0 per cent on July 1, 2004
- responsibility allowances adjustment of 3.0 per cent in each year of the contract

CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at http://hrsdc.gc.ca/en/lp/wid/pub/02negotech.shtml . These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date •••••••••••• Term of Contract
NOVA SCOTIA		
Halifax Regional School Board, Halifax **1129402**	Nova Scotia Teachers Union (3,850 elementary and secondary teachers)	April 2/2004 •••••••••••• Jan. 1/2001 – July 31/2006
NEW BRUNSWICK		
√ Island Fishermen's Co-operative Association, Lamèque **0030908**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (530 plant and maintenance employees)	April 24/2004 •••••••••••• March 1/2003 – Aug. 28/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
QUEBEC		
√ Association de la construction du Québec, province-wide **1021404**	various construction unions (39,330 trades employees in the institutional and commercial sectors and 11,380 trades employees in the industrial sector – 2 agreements)	April 21/2004 ************* May 1/2004 – April 30/2007
√ Association des constructeurs de routes et grands travaux du Québec, province-wide **1021604**	various construction unions (11,190 trades employees)	April 21/2004 ************* May 1/2004 – April 30/2007
√ Association of Provincial Housing Contractors of Quebec, province-wide **1021303**	various construction unions (18,010 trades employees)	April 21/2004 ************* May 1/2004 – April 30/2007
√ Camco inc., Montréal **0209208**	Communications, Energy and Paperworkers Union of Canada (800 production employees)	March 28/2004 ************* March 5/2003 – March 4/2007
√ Nortel Networks, Montréal **0213507**	Cdn. Union of Communication Workers (640 technical, production and maintenance employees)	April 13/2004 ************* March 1/2004 – March 5/2007
√ Université du Québec à Chicoutimi, Chicoutimi **1070604**	Fédération nationale des enseignantes et enseignants du Québec (700 lecturers)	April 15/2004 ************* April 15/2004 – Dec. 31/2006
ONTARIO		
√ City of Sault Ste. Marie, Sault Ste. Marie **0705012**	Intl. Association of Fire Fighters (100 firefighters)	April 15/2004 ************* Feb. 1/2002 – Jan. 31/2004
Electrical Trade Bargaining Agency Electrical Contractors Association, province-wide **0275609**	Intl. Brotherhood of Electrical Workers (14,000 electricians)	Feb. 28/2004 ************* May 1/2004 – April 30/2007
Laidlaw Transit Ltd., Ottawa **0372509**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (190 bus drivers)	Feb. 11/2004 ************* July 1/2003 – June 30/2005
√ Lear Corporation, Ajax **0813407**	Natl. Automobile, Aerospace Transportation and General Workers Union of Canada (CAW-Canada) (560 plant and maintenance employees)	April 25/2004 ************* May 1/2004 – April 27/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ONTARIO (continued)		
√ Toronto French School, Toronto and Mississauga **1104304**	Alliance des enseignants de la Toronto French School (140 elementary and secondary teachers)	March 3/2004 ************ Sept. 1/2002 – Aug. 31/2005
Trentway-Wagar Inc., Toronto, Peterborough, Belleville and Kingston **0372709**	Amalgamated Transit Union (430 bus drivers)	April 12/2004 ************ April 28/2004 – Dec. 31/2006
√ Queen's University, Kingston **1170906**	Queen's University Faculty Association (860 professors and librarians)	April 8/2004 ************ May 1/2004 – April 30/2005
MANITOBA		
√ Red River College, Winnipeg **1020305**	Manitoba Government and General Employees' Union (980 lecturers, technical and office employees)	April 16/2004 ************ June 28/2003 – June 23/2006
√ Westfair Foods Ltd., province-wide **0433006**	United Food and Commercial Workers Intl. Union (3,100 retail employees)	April 18/2004 ************ April 1/2004 – Sept. 30/2008
SASKATCHWAN		
√ Weyerhaeuser Saskatchewan Ltd., Prince Albert **0114607**	Communications, Energy and Paperworkers Union of Canada (650 office, plant and maintenance employees)	April 29/2004 ************ June 1/2003 – May 31/2008
ALBERTA		
√ AT Plastics Inc., Edmonton **0236608**	Communications, Energy and Paperworkers Union of Canada (230 plant and maintenance employees)	April 28/2004 ************ Feb. 3/2004 – Jan. 29/2007
√ Labatt Alberta Brewery, Edmonton **0068707**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (120 plant and maintenance employees)	April 1/2004 ************ March 23/2004 – March 22/2010
√ Petro-Canada, Edmonton **0234808**	Communications, Energy and Paperworkers Union of Canada (260 production and maintenance employees)	April 26/2004 ************ Feb. 1/2004 – Jan. 31/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date •••••••••••• Term of Contract
ALBERTA (*continued*)		
√ Sheritt International Corp., Fort Saskatchewan **1233403**	Communications, Energy and Paperworkers Union of Canada (300 plant and maintenance employees)	April 5/2004 •••••••••••• April 1/2004 – March 31/2007
BRITISH COLUMBIA		
√ Community Social Services Employers Association, province-wide **1324801**	British Columbia Government and Service Employees' Union (15,000 health professional, service and maintenance employees – 2 agreements)	April 19/2004 •••••••••••• April 1/2003 – March 31/2006
√ Detroit Diesel-Allison British Columbia, Burnaby **0423609**	Intl. Association of Machinists and Aerospace Workers and Intl. Brotherhood of Teamsters (150 plant and maintenance employees)	April 15/2004 •••••••••••• March 1/2004 – Feb. 28/2007
√ Vancouver and District Labour Council, Vancouver **0657108**	Office and Professional Employees Intl. Union (100 office employees)	April 19/2004 •••••••••••• Jan. 1/2002 – Dec. 31/2005
MULTIPROVINCE		
Marine Atlantic Inc., system-wide **0899605**	Cdn. Marine Officers Union (150 licensed personnel)	April 21/2004 •••••••••••• Jan. 1/2001 – Dec. 31/2004
NAV CANADA, Canada-wide **1116502**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (850 radio operators)	April 2/2004 •••••••••••• May 1/2001 – April 30/2004
NAV CANADA, Canada-wide **1116402**	Intl. Brotherhood of Electrical Workers (770 electronic technicians)	April 21/2004 •••••••••••• Sept. 1/2000 – Aug. 31/2005
Purolator Courier Limited, Canada-wide **1034403**	Intl. Brotherhood of Teamsters (8,500 couriers, service and maintenance employees)	March 25/2004 •••••••••••• Jan. 1/2004 – Dec. 31/2007

The content of this publication has been prepared by members of The Canadian Association of Professional Employees and The Public Service Alliance of Canada.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
•Government of Canada	various unions	113,390	B/CO/ARB	May 02–Jan. 04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec. 02–Sept. 03
•Canada Revenue Agency	PSAC and PIPSC	41,480	B/CO	Oct. 03/Dec.03
•Government of Newfoundland and Labrador Health Boards	nurses	5,000	B	June 04
•Government of Nova Scotia	CUPE (public works)	1,600	ARB	Oct. 02
•Capital District Health (N.S.)	NSGEU	7,800	B/ARB	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,000	B	Mar. 04
•Nova Scotia Power Inc.	IBEW	1,000	CO	Mar. 03
•Government of New Brunswick	CUPE (health)	5,800	CO	June 03
•Government of New Brunswick	nurses	5,000	CO	Dec. 03
•Government of New Brunswick	teachers	7,600	B	Feb. 04
•Government of Prince-Edward-Island	teachers	1,500	B	June 04
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,300	WS	various
•Government of Quebec	various unions	323,470	B	June 02/03
•SAQ (Quebec Liquor Stores)	Syndicat des employés de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	8,770	B/ARB	April 02
•GO Transit (Ont.)	ATU	780	MED	July 03
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Ontario Construction	various unions	80,000	B	April 04
•Manitoba Construction	various unions	1,600	B	April 04
•Regional Health Authorities of Manitoba	CUPE	11,000	B	June 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Saskatchewan Assn. of Health Organizations	various unions	24,530	B	Mar. 04
•Sask. Power	IBEW	1,340	MED	Dec. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	various unions	29,500	B/MED	Mar. 03/04
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•Vancouver and other cities	various unions	4,000	B/MED	Dec. 02
•B.C. Forest Industry	IWA-Canada	15,000	B/MED	June 03
•B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	B/ARB	Dec. 03
•Health Employers of British Columbia	various unions	84,000	B/ARB	Mar. 04
•B.C. Construction	various unions	26,160	B	April 04
•B.C. Public School Employer's Assn.	teachers	45,000	B	June 04
•Government of Nunavut	PSAC	1,750	TENT	Mar. 03
•CP / CN / VIA Rail	various unions	1,730	B/CO	Dec. 02/03
•Pipeline Contractors	Labourers, Operating Eng.	4,000	TENT	April 03
•Bell Canada	CEP	7,200	CO	Nov. 03

[1] ARB arbitration
B bargaining
B/WS bargaining after work stoppage
CO conciliation
MED mediation
M/WS mediation after work stoppage
PAB post-arbitration bargaining
PCB post-conciliation bargaining
PMB post-mediation bargaining
TENT tentative agreement
WS work stoppage

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM APRIL 30 TO MAY 27, 2004

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Windsor Casino Limited, Windsor, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)	Not available	3,600	April 3/2004	May 14/2004
Aliant Telecom Inc., province-wide, Nova Scotia, Newfoundland and Labrador, Prince Edward Island and New Brunswick Communication, Energy and Paperworkers Union of Canada and Atlantic Communication and Technical Workers' Union	Pension plan, vacation, hours of work and benefits	4,300	April 23/2004	
Dalhousie University, Halifax, Nova Scotia Canadian Union of Public Employees	Wages	930	April 23/2004	
Saskatchewan Institute of Applied Science and Technology, Moose Jaw, Prince Albert, Regina and Saskatoon, Saskatchewan Saskatchewan Government and General Employees' Union	Seniority	500	May 17/2004	
Toronto and Area Road Builders' Association, Toronto, Ontario International Brotherhood of Teamsters, Laborers' International Union of North America and International Union of Operating Engineers	Not available	2,000	May 25/2004	

Calendars of Collective Agreements Expiries and Reopeners

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Workplace Information

Information sur les milieux de travail

INFORMATION PRODUCTS AND CLIENT SERVICES

Client Services

The Workplace Information Directorate is your source for up-to-date, customized information on industrial relations and collective bargaining in Canada.

By meeting your specific research needs, we can assist you in preparing for the resolution of issues at the bargaining table. We can also help you keep abreast of developments in the industrial relations field through our information service and publications. Our resources are used by negotiators, researchers, economists, consultants, journalists, teachers and many others.

Wage Settlements Bulletin

A monthly publication providing the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments. The aggregate data and details are published in the following groupings: public and private sectors, regions and jurisdictions, and major industry groups. **Subscription:** Canada, 1 year: $220 or 2 years: $400 plus 7% GST; other countries, 1 year: US$220 or 2 years: US$400 (available by e-mail and mail).

Workplace Gazette

A quarterly publication providing data on wage adjustments from major collective bargaining settlements in Canada by public and private sectors, by region, by jurisdiction and by major industry; detailed analysis of selected provisions in major agreements; a chronological perspective on work stoppages; and, information on innovative workplace practices resulting from collective bargaining. It also features articles and case studies on pertinent industrial relations matters. **Subscription:** Canada, 1 year: $140 or 2 years: $250 plus 7% GST; other countries, 1 year: US$140 or 2 years: US$250 (available by mail only).

Collective Bargaining Bulletin

A monthly publication containing timely information based on recently signed major collective agreements in Canada. The publication focuses on summaries of changes to wages and benefits in selected settlements, the status of key negotiations as well as data on work stoppages. Also included is a list containing major settlement reports currently available on the Negotech database. **Subscription:** Canada, 1 year: $65 or 2 years: $110 plus 7% GST; other countries, 1 year: US$65 or 2 years: US$110 (available by e-mail and mail).

Negotech

A searchable labour relations database providing timely information on the key aspects (settlement reports and full collective agreement contract language) of collective bargaining in Canada. Access via the Internet. Available ***free*** as an added value to subscribers of our publications.

Visit our Web Site for information on work stoppages, labour organizations in Canada, a calendar of collective agreement expiries and reopeners, articles and case studies published in the Workplace Gazette, information on innovative workplace practices and a selection of recent changes in Canadian labour laws.

For further information, contact the Workplace Information Directorate:

1-800-567-6866 or (819) 997-3117

1-819-953-9582

http://www.hrsdc.gc.ca/en/lp/wid/info.shtml

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Workplace Information / Information sur les milieux de travail

Collective Bargaining Bulletin

Volume 7, Issue 6, June 2004

FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work stoppages*** stating issues when available.

IN THIS ISSUE

	Page
Summaries	1–2
Current Settlements	2–8
Current Key Negotiations	9
Major Work Stoppages	10
Information Products and Client Services	11

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or visit our Website at
http://www.hrsdc.gc.ca/en/lp/wid/info.shtml

Le Bulletin existe également en français.

SUMMARIES

Government of Nunavut *and* **Public Service Alliance of Canada**

- 1,350 office, professional and technical employees, territory-wide, reached a 42-month agreement which expires October 1, 2006
- wage adjustments of 3.0 per cent on April 1, 2003, 2004 and 2005; and 1.5 per cent on April 1, 2006
- improvements in various allowances, leaves and health and welfare benefits

Nova Scotia Power Incorporated *and* **International Brotherhood of Electrical Workers**

- 1,000 utility, service and maintenance employees, province-wide, reached a 52-month agreement which runs to July 31, 2007
- wage adjustments of 3.0 per cent on April 1, 2003, 2.0 per cent on December 1, 2003, 3.0 per cent on June 1, 2004, 3.5 per cent on June 1, 2005, and 4.0 per cent on October 1, 2006

continued

Canada

Go Transit *and* **Amalgamated Transit Union**

- 910 bus drivers, service, maintenance, office and technical employees, Toronto, Ontario, reached a 48-month agreement which expires on June 1, 2007
- depending on classification, lump-sum payment of 2.0 or 3.0 per cent of regular earnings, inclusive of overtime, from May 24, 2003 to date of ratification
- depending on classification, wage adjustments of 2.0 or 3.0 per cent on date of ratification, 2.5 or 3.0 per cent on June 5, 2004 and 2005; and for all classifications, 3.0 per cent on June 3, 2006
- improvements in various leaves, allowances and health benefits
- establishment of a joint job evaluation review committee

Provincial Health Authorities of Alberta *and* **United Nurses of Alberta**

- 20,000 registered nurses, province-wide, reached a 36-month agreement which expires on March 31, 2006
- wage adjustment of 3.5 per cent on April 1, 2003, and 3.0 per cent on April 1, 2004 and 2005

Canadian Broadcasting Corporation, French Services *and* **Syndicat des communications de Radio-Canada (CSN)**

- 1,380 broadcast and TV employees, province-wide, Quebec and Moncton, New Brunswick, reached a 24-month agreement which expires on March 28, 2006
- wage adjustments of 2.5 per cent in March 2004 and 2.0 per cent on March 28, 2005
- joint pay equity committee established with a report due by February 28, 2007

CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at http://hrsdc.gc.ca/en/lp/wid/pub/02negotech.shtml . These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************* Term of Contract
NEWFOUNDLAND AND LABRADOR		
√ Government of Newfoundland and Labrador, province-wide **0537410**	Canadian Union of Public Employees (2,000 support employees)	May 5/2004 ************* May 5/2004 – March 31/2008
√ Government of Newfoundland and Labrador, province-wide **0667510**	Newfoundland and Labrador Association of Public and Private Employees (3,470 general services employees)	May 5/2004 ************* May 5/2004 – March 31/2008
√ Government of Newfoundland and Labrador, province-wide **0537511**	Newfoundland and Labrador Association of Public and Private Employees (860 laboratory technicians)	May 5/2004 ************* May 5/2004 – March 31/2008

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
NEWFOUNDLAND AND LABRADOR (continued)		
√ Government of Newfoundland and Labrador, province-wide **1182003**	Newfoundland and Labrador Association of Public and Private Employees (6,580 support employees)	May 5/2004 ********** May 5/2004 – March 31/2008
√ Government of Newfoundland and Labrador, province-wide **0909207**	Newfoundland and Labrador Association of Public and Private Employees (760 teaching assistants)	May 5/2004 ********** May 5/2004 – March 31/2008
NOVA SCOTIA		
√ Halifax Regional School Board, Halifax **1129402**	Nova Scotia Teachers Union (3,850 elementary and secondary teachers)	April 2/2004 ********** Jan. 1/2001 – July 31/2006
QUEBEC		
√ Bombardier Transport, La Pocatière **0202806**	Fédération de la métallurgie (890 production employees)	May 15/2004 ********** Oct. 1/2003 – Sept. 30/2007
√ FHR Real Estate Corporation, Fairmont Le Château Montebello, Montebello **0648009**	National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (240 hotel and restaurant employees)	May 28/2004 ********** June 8/2004 – Dec. 31/2006
√ Noranda inc. – CCR Refinery, Montréal East, **0156207**	United Steelworkers of America (400 production employees)	May 30/2004 ********** May 31/2004 – May 30/2007
ONTARIO		
Carpenters' Employer Bargaining Agency, province-wide **0275410**	United Brotherhood of Carpenters and Joiners of America (12,000 carpenters, carpet layers, etc. and drywall employees)	May 24/2004 ********** May 1/2004 – April 30/2007
√ Catholic Children's Aid Society of Toronto, Toronto **0628811**	Canadian Union of Public Employees (360 health and social care professional employees)	May 6/2004 ********** April 1/2004 – March 31/2007
Diversicare I Limited Partnership, Toronto, Mississauga and Streetsville **0620312**	Service Employees International Union (700 non-medical employees)	May 31/2004 ********** Jan. 1/2004 – April 30/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ONTARIO (continued)		
√ Electrical Trade Bargaining Agency, Electrical Contractors Association, province-wide **0275609**	International Brotherhood of Electrical Workers (14,000 electricians)	Feb. 28/2004 ************ May 1/2004 – April 30/2007
Greater Toronto Sewer and Watermain Contractors Association, Toronto **0269709**	Laborers' International Union of North America and International Brotherhood of Teamsters (1,000 labourers and truck drivers)	May 9/2004 ************ May 1/2004 – April 30/2007
√ H.J. Heinz Company of Canada Ltd., Leamington **0034308**	United Food and Commercial Workers International Union (670 plant, maintenance,technical and office employees)	May 15/2004 ************ May 1/2004 – April 30/2007
Heritage Nursing Home Ltd. Toronto **1084704**	Service Employees International Union (140 health service employees)	May 31/2004 ************ Jan. 1/2004 – April 30/2007
√ Kawartha Pine Ridge District School Board, Peterborough and area **1121303**	Elementary Teachers' Federation of Ontario (1,490 elementary teachers)	May 27/2004 ************ Sept. 1/2001 – Aug. 31/2004
Laidlaw Transit Ltd., Ottawa **0372509**	National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (190 bus drivers)	Feb. 11/2004 ************ July 1/2003 – June 30/2005
√ La-Z-Boy Canada Limited, Waterloo **0808707**	Communications Workers of America (380 plant and maintenance employees)	May 21/2004 ************ May 16/2004 – March 23/2007
√ Maple Leaf Pork, division of Maple Leaf Meats Inc., Burlington **0026307**	United Food and Commercial Workers International Union (1,100 plant and maintenance employees)	May 20/2004 ************ April 1/2004 – March 31/2007
Masonry Contractors' Association of Toronto Inc., province-wide **1217004**	Bricklayers, Masons Independent Union of Canada and Laborers' International Union of North America (3,000 bricklayers)	April 17/2004 ************ May 1/2004 – April 30/2007
Mechanical Contractors Association of Ontario, province-wide **0275709**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (12,000 plumbers and pipefitters)	May 12/2004 ************ May 1/2004 – April 30/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date •••••••••••• Term of Contract
ONTARIO (continued)		
National Elevator and Escalator Association, province-wide **0278810**	International Union of Elevator Constructors (1,200 elevator constructors)	April 26/2004 •••••••••••• May 1/2004 – April 30/2007 Reopener: April 30/2005
Ontario Erectors Association, Incorporated, province-wide **0253508**	International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (4,000 iron workers and welders)	May 18/2004 •••••••••••• May 1/2004 – April 30/2007
Ontario Refrigeration and Air Conditioning Contractors Association, province-wide **0276409**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (1,500 service and maintenance employees)	May 17/2004 •••••••••••• May 1/2004 – April 30/2007
√ Ontario Sheet Metal and Air Handling Group, province-wide **0276510**	Sheet Metal Workers International Association (6,000 sheet metal workers)	April 30/2004 •••••••••••• May 1/2004 – April 30/2007
Operating Engineers Employer Bargaining Agency, province-wide **0276608**	International Union of Operating Engineers (3,000 operating engineers)	May 12/2004 •••••••••••• May 1/2004 – April 30/2007
√ Ottawa-Carleton Association for Persons Developmental Disabilities, Ottawa and area **0629109**	Canadian Union of Public Employees (350 health and social care professional employees)	May 4/2004 •••••••••••• April 1/2004 – March 31/2006
√ Petro-Canada, Oakville **0234509**	Communications, Energy and Paperworkers Union of Canada (140 plant and maintenance employees)	May 31/2004 •••••••••••• May 1/2004 – Sept. 30/2005
√ Residential Low-Rise Forming Contractors' Association of Metro Toronto and Vicinity, Toronto and other centres **0274909**	Laborers' International Union of North America (1,500 labourers)	April 13/2004 •••••••••••• May 1/2004 – April 30/2007
Securicor Cash Services, province-wide **0758807**	International Brotherhood of Teamsters (490 plant and maintenance employees, and truck drivers)	May 12/2004 •••••••••••• May 1/2004 – April 30/2007
Toronto-Residential Air Handling Group, Toronto **0849607**	Sheet Metal Workers International Association (540 sheet metal workers)	April 28/2004 •••••••••••• May 1/2004 – April 30/2007

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date •••••••••••• Term of Contract
	ONTARIO (continued)		
√	Trentway-Wagar Inc., Toronto, Peterborough, Belleville and Kingston **0372709**	Amalgamated Transit Union (430 bus drivers)	April 12/2004 •••••••••••• April 28/2004 – Dec. 31/2006
√	Windsor Casino Limited, Windsor **1009004**	National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (3,500 casino and office employees and security guards)	May 13/2004 •••••••••••• April 1/2004 – April 3/2008
	MANITOBA		
√	Manitoba Masonry Contractors Association, province-wide **0855507**	International Union of Bricklayers and Allied Craftworkers (130 masonry workers)	May 12/2004 •••••••••••• May 1/2004 – April 30/2007
√	University of Manitoba, Winnipeg **0532009**	University of Manitoba Faculty Association (1,150 professors and librarians)	May 11/2004 •••••••••••• April 1/2004 – March 31/2007
√	Winnipeg School Division No. 1, Winnipeg **0491710**	Manitoba Teachers' Society (3,150 elementary and secondary teachers, and librarians)	May 3/2004 •••••••••••• July 1/2003 – June 30/2005
	SASKATCHWAN		
√	Saskatchewan Institute of Applied Science and Technology, province-wide **0878406**	Saskatchewan Government and General Employees' Union (1,140 instructors, lecturers and librarians)	May 6/2004 •••••••••••• July 1/2003 – June 30/2006
√	Saskatchewan Wheat Pool, province-wide **0385110**	Grain Services Union (570 grain elevator and operational employees)	May 17/2004 •••••••••••• Feb. 1/2003 – Jan. 31/2006
	ALBERTA		
	Construction Labour Relations – Alberta Association, province-wide **0259310**	International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (800 iron workers)	May 7/2004 •••••••••••• May 31/2004 – April 30/2007
	Construction Labour Relations – Alberta Association, province-wide **0257408**	United Brotherhood of Carpenters and Joiners of America (4,500 carpenters)	May 29/2004 •••••••••••• May 31/2004 – April 30/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ALBERTA (continued)		
√ Macdonalds Consolidated, Distribution Centre, Calgary **0420807**	International Brotherhood of Teamsters (230 grocery distribution centre and office employees and truck drivers)	May 13/2004 ************ March 30/2003 – March 31/2007
√ Northern Alberta Institute of Technology, Edmonton **0521915**	NAIT Academic Staff Association (950 lecturers and librarians)	May 6/2004 ************ July 1/2004 – June 30/2007
BRITISH COLUMBIA		
√ Canadian Forest Products Ltd., Prince George **1258502**	Industrial Wood and Allied Workers of Canada (1,500 mill employees)	May 11/2004 ************ July 1/2003 – June 30/2009
√ Forest Industrial Relations Limited, B.C. Coast **0097108**	Industrial Wood and Allied Workers (10,000 mill employees)	May 27/2004 June 15/2003 – June 14/2007
√ Government of Canada, B.C. Coast **0661109**	various construction unions (650 ship maintenance employees)	May 7/2004 ************ July 31/2004 – Sept. 30/2006
√ Health Employers Association of British Columbia, province-wide **1033104**	various unions (43,000 non-medical employees)	May 2/2004 ************ April 1/2004 – March 31/2006
√ Westcoast Energy Inc., Fort St. John **0379211**	Canadian Pipeline Employees' Association (200 technical employees)	May 28/2004 ************ Jan. 1/2004 – March 31/2005
MULTIPROVINCE		
√ Intelcom Courrier Canada Inc., Montréal and Québec, Que., Ottawa and Toronto, Ont., and Calgary, Alberta **1325501**	International Brotherhood of Teamsters (280 courriers)	April 8/2004 ************ April 8/2004 – April 7/2009
Marine Atlantic Inc., system-wide **0899605**	Canadian Marine Officers Union (150 licensed personnel)	April 21/2004 ************ Jan. 1/2001 – Dec. 31/2004
√ NAV CANADA, Canada-wide **1116502**	National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (850 flight service specialists)	April 2/2004 ************ May 1/2001 – April 30/2004

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************* Term of Contract
MULTIPROVINCE (continued)		
√ NAV CANADA, Canada-wide **1116503**	National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (850 flight service specialists)	April 2/2004 ************* May 1/2004 – April 30/2006 Reopener: April 30/2005
√ NAV CANADA, Canada-wide **1116402**	International Brotherhood of Electrical Workers (770 electronic technicians)	April 21/2004 ************* Sept. 1/2000 – Aug. 31/2005
√ Pipe Line Contractors Association of Canada, Canada-wide **0271810**	International Union of Operating Engineers (2,000 operating engineers)	May 27/2004 ************* May 1/2003 – April 30/2007
√ Purolator Courier Limited, Canada-wide **1034403**	International Brotherhood of Teamsters (8,500 couriers, service and maintenance employees)	March 25/2004 ************* Jan. 1/2004 – Dec. 31/2007

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•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec. 02–Sept. 03
•Canada Revenue Agency	PSAC and PIPSC	41,480	B/CO	Oct. 03/Dec. 03
•Abitibi Consolidated (N.-L., Que. and Ont.)	CEP	4,830	B	April 04
•Government of Nova Scotia	CUPE (public works)	1,600	PCB	Oct. 02
•Capital District Health (N.S.)	NSGEU	7,800	B/ARB	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,000	B	Mar. 04
•Government of New Brunswick	CUPE (health)	5,800	CO	June 03
•Government of New Brunswick	nurses	5,000	CO	Dec. 03
•Government of New Brunswick	teachers	7,600	CO	Feb. 04
•Government of Prince Edward Island	teachers	1,500	B	June 04
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•Government of Quebec	various unions	323,470	B	June 02/03
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•Bruce Power (Ont.)	CUPE	2,750	B	Dec. 03
•Algoma Steel Inc. (Ont.)	Steelworkers	3,780	CO	July 04
•City of Hamilton	CUPE	2,010	B	Dec. 03
•Ontario Construction	various unions	32,020	B/PCB/TENT	April 04
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•Regional Health Authorities of Manitoba	CUPE	11,000	B	June 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Saskatchewan Association of Health Organizations	various unions	24,530	B	Mar. 04
•Sask. Power	IBEW	1,340	MED	Dec. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	AUPE	9,500	MED	Mar. 04
•Alberta Construction	various unions	19,000	B/MED/TENT	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•Vancouver and other cities	CUPE	4,000	MED	Dec. 02
•B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	ARB	Dec. 03
•Health Employers of British Columbia	various unions	39,000	B	Mar. 04
•B.C. Construction	various unions	26,160	B	April 04
•B.C. Public School Employer's Assn.	teachers	45,000	B	June 04
•CP / CN / VIA Rail	various unions	1,730	B/CO/TENT	Dec. 02/03
•Bell Canada	CEP	7,200	CO	Nov. 03

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM MAY 28 TO JUNE 24, 2004

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Aliant Telecom Inc., province-wide, Nova Scotia, Newfoundland and Labrador, Prince Edward Island and New Brunswick Communication, Energy and Paperworkers Union of Canada and Atlantic Communication and Technical Workers' Union	Pension plan, vacation, hours of work and benefits	4,300	April 23/2004	
Dalhousie University, Halifax, Nova Scotia Canadian Union of Public Employees	Wages	930	April 23/2004	May 31/2004
Saskatchewan Institute of Applied Science and Technology, Moose Jaw, Prince Albert, Regina and Saskatoon, Saskatchewan Saskatchewan Government and General Employees' Union	Seniority	500	May 17/2004	June 1/2004
Toronto and Area Road Builders' Association, Toronto, Ontario International Brotherhood of Teamsters, Laborers' International Unionof North America and International Union of Operating Engineers	Not available	2,000	May 25/2004	June 7/2004
Uniroyal Goodrich Tire Manufacturing, Kitchener, Ontario United Steelworkers of America	Not available	1,000	June 1/2004	

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The Workplace Information Directorate is your source for up-to-date, customized information on industrial relations and collective bargaining in Canada.

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Wage Settlements Bulletin

A monthly publication providing the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments. The aggregate data and details are published in the following groupings: public and private sectors, regions and jurisdictions, and major industry groups. **Subscription:** Canada, 1 year: $220 or 2 years: $400 plus 7% GST; other countries, 1 year: US$220 or 2 years: US$400 (available by e-mail and mail).

Workplace Gazette

A quarterly publication providing data on wage adjustments from major collective bargaining settlements in Canada by public and private sectors, by region, by jurisdiction and by major industry; detailed analysis of selected provisions in major agreements; a chronological perspective on work stoppages; and, information on innovative workplace practices resulting from collective bargaining. It also features articles and case studies on pertinent industrial relations matters. **Subscription:** Canada, 1 year: $140 or 2 years: $250 plus 7% GST; other countries, 1 year: US$140 or 2 years: US$250 (available by mail only).

Collective Bargaining Bulletin

A monthly publication containing timely information based on recently signed major collective agreements in Canada. The publication focuses on summaries of changes to wages and benefits in selected settlements, the status of key negotiations as well as data on work stoppages. Also included is a list containing major settlement reports currently available on the Negotech database. **Subscription:** Canada, 1 year: $65 or 2 years: $110 plus 7% GST; other countries, 1 year: US$65 or 2 years: US$110 (available by e-mail and mail).

Negotech

A searchable labour relations database providing timely information on the key aspects (settlement reports and full collective agreement contract language) of collective bargaining in Canada. Access via the Internet. Available ***free*** as an added value to subscribers of our publications.

Visit our Web Site for information on work stoppages, labour organizations in Canada, a calendar of collective agreement expiries and reopeners, articles and case studies published in the Workplace Gazette, information on innovative workplace practices and a selection of recent changes in Canadian labour laws.

For further information, contact the Workplace Information Directorate:

1-800-567-6866 or (819) 997-3117

1-819-953-9582

http://www.hrsdc.gc.ca/en/lp/wid/info.shtml

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Human Resources and Skills Development Canada
Ottawa, Ontario
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Workplace Information / Information sur les milieux de travail

Collective Bargaining Bulletin

Volume 7, Issue 7, July 2004

FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work stoppages*** stating issues when available.

IN THIS ISSUE

	Page
Summaries	1–2
Current Settlements	2–8
Current Key Negotiations	9
Major Work Stoppages	10
Information Products and Client Services	11

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or visit our Website at
http://www.hrsdc.gc.ca/en/lp/wid/info.shtml

Le Bulletin existe également en français.

SUMMARIES

Great Atlantic & Pacific Company of Canada Limited, Food Basics *and* **United Food and Commercial Workers International Union**

- 6,300 retail employees, province-wide Ontario, reached a 36-month agreement which expires January 31, 2007
- wage adjustments of 25¢ per hour on February 1, 2004, 2005, and 2006
- improvements of employer contribution to pension plan
- banking of hours established to use for sick or personal leave

continued

Canada

Government of Prince Edward Island *and* **Prince Edward Island Teachers' Federation**

- 1,480 elementary and secondary teachers, province-wide, reached a 36-month agreement which expires on June 30, 2007
- wage adjustments of 2.0 per cent on July 1, 2004, 2005, and 2006
- maternity, parental and adoption leave supplemental employment benefit "top-up" to 75 per cent of salary

National Gallery of Canada *and* **Public Service Alliance of Canada**

- 220 conservators, librarians and guides, Ottawa, Ontario, reached a 36-month agreement which runs to June 30, 2006
- wage adjustments of 2.5 per cent on July 1, 2003, and 2.0 per cent on July 1, 2004, and 2005
- wage restructuring adjustments of 2.0 per cent on July 1, 2003 and 0.5 per cent on July 1, 2004
- service pay increased to 2.5 per cent of base salary on July 1, 2004 and 2005
- improvements to shift and weekend premiums and vacation leave, with the introduction of one day of leave each for personal obligations and volunteer services
- establishment of labour-management committees to deal with job evaluation, job sharing and pre-retirement transition

Canadian National Railway Company *and* **International Brotherhood of Teamsters**

- 200 train dispatchers, Canada-wide, reached a 36-month agreement which expires on December 31, 2006
- signing bonus of $1,000
- wage adjustments of 3.0 per cent on January 1, 2004, 2005, and 2006
- improvements in shift premiums, health and welfare provisions and maternity leave benefits
- establishment of an employment equity provision

CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at http://hrsdc.gc.ca/en/lp/wid/pub/02negotech.shtml . These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************* Term of Contract
PRINCE EDWARD ISLAND		
Government of Prince Edward Island, province-wide **0460511**	Prince Edward Island Teachers' Federation (1,480 elementary and secondary teachers)	June 17/2004 ************* July 1/2004 – June 30/2007
NOVA SCOTIA		
Nova Scotia Power Incorporated, province-wide **0408109**	Intl. Brotherhood of Electrical Workers (900 utility, service and maintenance employees)	June 7/2004 ************* April 1/2003 – July 31/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
QUEBEC		
CFCF Inc., division of CFCF-TV, Montréal **0388406**	Communications, Energy and Paperworkers Union of Canada (130 broadcast and TV employees)	June 23/2004 ************ Jan. 1/2003 – Dec. 31/2007
Datamark Systems, Lasalle **1150003**	Communications, Energy and Paperworkers Union of Canada (230 printing employees)	June 19/2004 ************ Jan. 1/2004 – Dec. 31/2007
Exeltor Inc., Bedford **1078004**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (180 plant and maintenance employees)	June 18/2004 ************ May 3/2004 – May 2/2007
La Presse ltée, Montréal **0142705**	Office and Professional Employees Intl. Union (120 print media employees)	June 16/2004 ************ June 27/2004 – Dec. 31/2008
Montreal Airports, Montréal **1025603**	Public Service Alliance of Canada (160 administrative services employees)	June 14/2004 ************ June 17/2004 – Dec. 19/2007
Services Minéraux Industriels Inc., Saint-Honoré **1163603**	United Steelworkers of America (140 mine employees)	June 29/2004 ************ May 1/2004 – April 30/2008
Université Laval, Québec **0524309**	Syndicat des professeurs et professeures de l'Université Laval (1,180 professors)	June 18/2004 ************ June 1/2004 – May 31/2007 Reopener: May 31/2005
ONTARIO		
Architectural Glass and Metal Contractors Association, province-wide **0274508**	Intl. Union of Painters and Allied Trades (1,200 glaziers)	June 1/2004 ************ June 1/2004 – April 30/2007
Association of Millwrighting Contractors of Ontario, Inc., province-wide **0274809**	United Brotherhood of Carpenters and Joiners of America (2,000 millwrights)	June 9/2004 ************ May 23/2004 – April 30/2007
Canadian Press and Broadcast News Limited, Toronto **0768408**	The Natl. Guild of Canadian Media, Manufacturing, Professional and Service Workers/Communications Workers of America (300 news reporting service employees)	June 8/2004 ************ June 8/2004 – Dec. 31/2005 Reopener: Feb. 14/2005

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ONTARIO (continued)		
Carpenters' Employer Bargaining Agency, province-wide **0275410**	United Brotherhood of Carpenters and Joiners of America (12,000 carpenters, carpet layers, etc. and drywall employees)	May 24/2004 ************ May 1/2004 – April 30/2007
City of Hamilton, Hamilton **1306102**	Cdn. Union of Public Employees (2,200 inside and outside employees)	June 8/2004 ************ Jan. 1/2004 – Dec. 31/2006
Communications Security Establishment, Ottawa **1292001**	Public Service Alliance of Canada (1,000 administrative services, technical, support and office employees and draftpersons)	June 16/2004 ************ Feb. 10/2002 – Feb. 9/2006
Delta Meadowvale Resort and Conference Centre, Mississauga **1114104**	United Food and Commercial Workers Intl. Union (250 hotel and restaurant employees)	June 12/2004 ************ May 6/2004 – May 5/2008
√ Diversicare I Limited Partnership, Toronto, Mississauga and Streetsville **0620312**	Service Employees Intl. Union (700 non-medical employees)	May 31/2004 ************ Jan. 1/2004 – April 30/2007
First Bus Canada Limited, Ottawa **0881707**	Amalgamated Transit Union (230 bus drivers)	June 1/2004 ************ Jan. 1/2003 – Dec. 31/2005
Global Communications Limited, Global Television News, Toronto and Ottawa **0895806**	Communications, Energy and Paperworkers Union of Canada (120 broadcast and TV employees)	June 18/2004 ************ Oct. 1/2003 – Sept. 30/2006
Globeground North America, Toronto **0288909**	Intl. Association of Machinists and Aerospace Workers (650 aircraft maintenance employees and passenger agents)	June 4/2004 ************ Jan. 1/2004 – June 30/2006
GO Transit, Toronto and area **0979506**	Amalgamated Transit Union (910 bus drivers, service and maintenance employees)	June 2/2004 ************ May 24/2003 – June 1/2007
Great Atlantic & Pacific Company of Canada Limited, Food Basics, province-wide **1061303**	United Food and Commercial Workers Intl. Union (6,300 retail employees)	June 22/2004 ************ Feb. 1/2004 – Jan. 31/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ONTARIO (continued)		
Greater Toronto Sewer and Watermain Contractors Association, Toronto **0269709**	Laborers' Intl. Union of North America and Intl.Brotherhood of Teamsters (1,000 labourers and truck drivers)	May 9/2004 ************ May 1/2004 – April 30/2007
√ Heritage Nursing Home Ltd., Toronto **1084704**	Service Employees Intl. Union (140 health service employees)	May 31/2004 ************ Jan. 1/2004 – April 30/2007
Labourers Employer Bargaining Agency, province-wide **0253710**	Laborers' Intl. Union of North America (10,000 labourers)	June 30/2004 ************ June 11/2004 – April 30/2007
Laidlaw Transit Ltd., Ottawa **0372509**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (190 bus drivers)	Feb. 11/2004 ************ July 1/2003 – June 30/2005
Masonry Contractors' Association of Toronto Inc., province-wide **1217004**	Bricklayers, Masons Independent Union of Canada and Laborers' Intl. Union of North America (3,000 bricklayers)	April 17/2004 ************ May 1/2004 – April 30/2007
Mechanical Contractors Association of Ontario, province-wide **0275709**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (12,000 plumbers and pipefitters)	May 12/2004 ************ May 1/2004 – April 30/2007
National Elevator and Escalator Association, province-wide **0278810**	Intl. Union of Elevator Constructors (1,200 elevator constructors)	April 26/2004 ************ May 1/2004 – April 30/2007 Reopener: April 30/2005
National Gallery of Canada, Ottawa **1187503**	Public Service Alliance of Canada (220 conservators, librarians and guides)	June 22/2004 ************ July 1/2003 – June 30/2006
Navistar International Corporation Canada, Chatham **0193009**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (650 production employees)	June 27/2004 ************ Feb. 1/2007 – June 30/2009
Ontario Erectors Association, Incorporated, province-wide **0253508**	Intl. Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (4,000 iron workers and welders)	May 18/2004 ************ May 1/2004 – April 30/2007

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
	ONTARIO (continued)		
	Ontario Refrigeration and Air Conditioning Contractors Association, province-wide **0276409**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (1,500 service and maintenance employees)	May 17/2004 ********** May 1/2004 – April 30/2007
	Operating Engineers Employer Bargaining Agency, province-wide **0276608**	Intl. Union of Operating Engineers (3,000 operating engineers)	May 12/2004 ********** May 1/2004 – April 30/2007
√	Securicor, province-wide **0758807**	Intl. Brotherhood of Teamsters (490 plant and maintenance employees, and truck drivers)	May 12/2004 ********** May 1/2004 – April 30/2007
	Toronto and Area Road Builders' Association, Toronto and area **0265409**	Intl. Brotherhood of Teamsters and Laborers' Intl. Union of North America (2,000 labourers and heavy equipment operators)	June 10/2004 ********** June 10/2004 – April 30/2007
√	Toronto-Residential Air Handling Group, Toronto **0849607**	Sheet Metal Workers Intl. Association (540 sheet metal workers)	April 28/2004 ********** May 1/2004 – April 30/2007
	Visa Centre, Canadian Imperial Bank of Commerce, Toronto **0457015**	United Steelworkers of America (740 technical and office employees)	June 18/2004 ********** March 1/2004 – June 30/2006
	SASKATCHWAN		
√	IMC Esterhazy Canada Limited Partnership, Esterhazy **0024508**	Communications, Energy and Paperworkers Union of Canada (660 mine, mill and office employees)	June 5/2004 ********** Feb. 1/2004 – Jan. 31/2007
	ALBERTA		
√	Calgary Handi-Bus Association, Calgary **1137604**	Amalgamated Transit Union (210 bus drivers)	June 2/2004 ********** Jan. 1/2004 – Dec. 31/2006
√	City of Calgary, Calgary **0725709**	Cdn. Union of Public Employees (350 para-medical technical employees)	June 14/2004 ********** Dec. 29/2003 – June 30/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date •••••••••••• Term of Contract
ALBERTA (continued)		
Construction Labour Relations – Alberta Association, province-wide **0259310**	Intl. Association of Bridge, Structural Ornamental and Reinforcing Iron Workers (800 iron workers)	May 7/2004 •••••••••••• May 3/2004 – April 30/2007
Construction Labour Relations – Alberta Association, province-wide **0262008**	Intl. Association of Heat and Frost Insulators and Asbestos Workers (1,500 insulation workers)	June 3/2004 •••••••••••• June 7/2004 – April 30/2007
Construction Labour Relations – Alberta Association, province-wide **0878208**	Laborers' Intl. Union of North America (3,200 labourers)	June 28/2004 •••••••••••• June 5/2004 – April 30/2007
Construction Labour Relations – Alberta Association, province-wide **0261809**	Sheet Metal Workers Intl. Association (500 sheet metal workers)	June 25/2004 •••••••••••• July 5/2004 – April 30/2007
Construction Labour Relations – Alberta Association, province-wide **0257408**	United Brotherhood of Carpenters and Joiners of America (4,500 carpenters)	May 29/2004 •••••••••••• May 31/2004 – April 30/2007
√ Governors of the University of Calgary, Calgary **1175905**	The University of Calgary Faculty Association (2,360 lecturers)	June 18/2004 •••••••••••• July 1/2004 – June 30/2007
√ Governors of the University of Lethbridge, Lethbridge **0533710**	Alberta Union of Provincial Employees (350 office, service and maintenance employees)	June 11/2004 •••••••••••• July 1/2004 – June 30/2005
√ Industrial Contractors Association of Alberta, province-wide **0259809**	Intl. Brotherhood of Teamsters (350 truck drivers)	June 4/2004 •••••••••••• June 7/2004 – April 30/2007
√ Peace River School Division No. 10, Peace River and Fairview **1058208**	Alberta Teachers' Association (210 elementary and secondary teachers)	June 8/2004 •••••••••••• Sept. 1/2003 – Aug. 31/2004
√ Provincial Health Authorities of Alberta, province-wide **1327201**	United Nurses of Alberta (22,380 nurses)	June 8/2004 •••••••••••• April 1/2003 – March 31/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
BRITISH COLUMBIA		
√ City of Vancouver, Vancouver **0732508**	Cdn. Union of Public Employees (3,840 inside employees)	June 17/2004 ************** Jan. 1/2003 – Dec. 31/2006
√ Conifer (Council on Northern Interior Forest Employment Relations), northern interior **0097408**	Industrial Wood and Allied Workers of Canada (2,500 mill employees)	June 16/2004 ************** July 1/2003 – June 30/2009
√ Council of Marine Carriers, B.C. Coast **0311009**	Cdn. Merchant Service Guild (650 licensed personnel)	June 9/2004 ************** Oct. 1/2003 – Sept. 30/2006
√ Interior Forest Labour Relations Association, southern interior **0097308**	Industrial Wood and Allied Workers of Canada (5,000 mill employees)	June 11/2004 ************** July 1/2003 – June 30/2009
√ University of British Columbia, Vancouver **0534712**	Faculty Association of the University of British Columbia (2,500 professors and librarians)	June 2/2004 ************** July 1/2004 – June 30/2006
NUNAVUT		
Government of Nunavut, Iqaluit **1261802**	Public Service Alliance of Canada (1,750 technical and office employees)	June 14/2004 ************** April 1/2003 – Sept. 30/2006
MULTIPROVINCE		
Canadian National Railway Company, system-wide **0296610**	Intl. Brotherhood of Locomotive Engineers (200 operating employees)	June 29/2004 ************** Jan. 1/2004 – Dec. 31/2006
Marine Atlantic Inc., system-wide **0899605**	Canadian Marine Officers Union (150 licensed personnel)	April 21/2004 ************** Jan. 1/2001 – Dec. 31/2004
√ Saskatchewan Wheat Pool, Regina, Saskatchewan; Thunder Bay, Ontario; Winnipeg, Manitoba; and Vancouver, British Columbia **0384209**	Grain Services Union (180 technical and office employees)	June 10/2004 ************** Feb. 1/2003 – Jan. 31/2006
√ Société Radio-Canada, province-wide, Quebec and Moncton, New Brunswick **1019703**	Fédération nationale des communications (1,460 broadcast and TV employees)	June 19/2004 ************** June 23/2004 – March 28/2006

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
•Government of Canada	various unions	112,830	B/CO/ARB	May 02–April 04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec. 02–Sept. 03
•Canada Revenue Agency	PSAC and PIPSC	41,480	B/CO	Oct. 03/Dec. 03
•Abitibi Consolidated (Nfld. and Lab., Que. and Ont.)	CEP	4,830	TENT	April 04
•Iron Ore Company of Canada (Nfld. and Lab.)	Steelworkers	1,100	WS	Feb. 04
•Government of Nova Scotia	CUPE (public works)	1,600	PCB	Oct. 02
•Capital District Health (N.S.)	NSGEU	7,800	B/ARB	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,000	B	Mar. 04
•Government of New Brunswick	CUPE (health)	5,800	CO	June 03
•Government of New Brunswick	nurses	5,000	CO	Dec. 03
•Government of New Brunswick	teachers	7,600	CO	Feb. 04
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,300	WS	various
•Government of Quebec	various unions	323,470	B	June 02/03
•SAQ (Quebec Liquor Stores)	Syndicat des employés de la SAQ	3,500	B/CO	Dec. 02
•Aluminerie de Bécancour	Syndicat des employés de l'Aluminerie de Bécancour	800	WS	June 04
•City of Montréal	CUPE	6,860	ARB	April 02
•Bruce Power (Ont.)	CUPE	2,750	CO	Dec. 03
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Ontario Hospital Association	nurses	40,000	B	Mar. 04
•Algoma Steel Inc. (Ont.)	Steelworkers	3,780	CO	July 04
•Ontario Construction	various unions	12,030	B/PCB/TENT	April 04
•Manitoba Construction	various unions	1,000	B	April 04
•Regional Health Authorities of Manitoba	CUPE	11,000	B	June 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Government of Saskatchewan	teachers	12,400	B	Aug. 04
•Saskatchewan Association of Health Organizations	various unions	24,530	B	Mar. 04
•Sask. Power	CEP and IBEW	1,980	B/MED	Dec. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Government of Alberta	AUPE	18,360	B	Aug. 04
•Health Authorities of Alberta	AUPE	9,500	B	Mar. 04
•Alberta Construction	various unions	11,500	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	ARB	Dec. 03
•Health Employers of British Columbia	nurses/paramedical professionals	39,000	B	Mar. 04
•B.C. Construction	various unions	26,160	B	April 04
•CP / CN / VIA Rail	various unions	17,310	B/CO	Dec. 02/03
•Bell Canada	CEP	7,200	TENT	Nov. 03

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM JUNE 25 TO JULY 29, 2004

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Aliant Telecom Inc., province-wide, Nova Scotia, Newfoundland and Labrador, Prince Edward Island and New Brunswick Communication, Energy and Paperworkers Union of Canada and Atlantic Communication and Technical Workers' Union	Pension plan, vacation, hours of work and benefits	4,300	April 23/2004	
Uniroyal Goodrich Tire Manufacturing, Kitchener, Ontario United Steelworkers of America	Not available	1,000	June 1/2004	
Aluminerie de Bécancour, Bécancour, Quebec Syndicat des employés de l'Aluminerie de Bécancour (FSSA)	Wages, vacation, contracting-out and pension plan	800	July 7/2004	
Iron Ore Company of Canada, Labrador City, Newfoundland and Labrador United Steelworkers of America	Contracting-out and seniority	1,100	July 19, 2004	
TDS Automotive, Oshawa, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)	Not available	540 *	July 26, 2004	July 27, 2004

* At the time of press, the number of employees had not been confirmed.

Calendars of Collective Agreements Expiries and Reopeners

The 2004 calendars of bargaining units with 100 or more employees is available on the Workplace Information Directorate Web site at

http://www.hrsdc.gc.ca/en/lp/wid/info.shtml .

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A monthly publication providing the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments. The aggregate data and details are published in the following groupings: public and private sectors, regions and jurisdictions, and major industry groups. **Subscription**: Canada, 1 year: $220 or 2 years: $400 plus 7% GST; other countries, 1 year: US$220 or 2 years: US$400 (available by e-mail and mail).

Workplace Gazette

A quarterly publication providing data on wage adjustments from major collective bargaining settlements in Canada by public and private sectors, by region, by jurisdiction and by major industry; detailed analysis of selected provisions in major agreements; a chronological perspective on work stoppages; and, information on innovative workplace practices resulting from collective bargaining. It also features articles and case studies on pertinent industrial relations matters. **Subscription**: Canada, 1 year: $140 or 2 years: $250 plus 7% GST; other countries, 1 year: US$140 or 2 years: US$250 (available by mail only).

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Negotech

A searchable labour relations database providing timely information on the key aspects (settlement reports and full collective agreement contract language) of collective bargaining in Canada. Access via the Internet. Available ***free*** as an added value to subscribers of our publications.

Visit our Web Site for information on work stoppages, labour organizations in Canada, a calendar of collective agreement expiries and reopeners, articles and case studies published in the Workplace Gazette, information on innovative workplace practices and a selection of recent changes in Canadian labour laws.

For further information, contact the Workplace Information Directorate:

1-800-567-6866 or (819) 997-3117

1-819-953-9582

Workplace Information Directorate
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Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Workplace Information
Information sur les milieux de travail

Collective Bargaining Bulletin

Volume 7, Issue 8, August 2004

FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work stoppages*** stating issues when available.

IN THIS ISSUE

	Page
Summaries	1–2
Current Settlements	2–9
Current Key Negotiations	10
Major Work Stoppages	11
Information Products and Client Services	12

NEED MORE INFORMATION?

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or visit our Web site at
http://www.hrsdc.gc.ca/en/lp/wid/info.shtml

Le Bulletin existe également en français.

SUMMARIES

Bruce Power LP *and* Canadian Union of Public Employees

- 2,480 nuclear general trades and office employees, reached a 36-month agreement which expires on December 31, 2006
- wage adjustments of 3.0 per cent on January 1, 2004, 2005 and 2006, plus cost-of-living and additional hourly wage adjustments for certain work groups in the second and third years of the agreement
- improvements in health benefits of paramedical services, dental care and vision and hearing aid plans

continued

Canada

Westfair Foods Ltd. – Real Canadian Superstore, Western Grocers and Extra Foods Divisions *and* **United Food and Commercial Workers International Union**

- 4,000 full- and part-time retail employees, province-wide, British Columbia, reached a 74½-month agreement which expiries on July 31, 2009
- wage freeze on April 30, 2003 and wage adjustments to the top rates ranging from 15¢ to 30¢ per hour on July 4, 2004, 19¢ to 25¢ per hour on August 1, 2005, 10¢ to 30¢ per hour on August 1, 2007 and 15¢ to 40¢ per hour on August 1, 2008
- lump-sum payments of $2,000 for full-time employees and from $200 to $1,600 for part-time employees, depending on hours worked
- improved employer contributions to certain health and welfare and premium benefits
- employer guarantee of continued full-time employment

Regional Municipality of Durham Police Services Board *and* **Durham Regional Police Association**

- 840 police officers, police cadets and civilian employees, Oshawa and area, Ontario, reached a 24-month agreement which expires December 31, 2005
- wage adjustments of 3.3 per cent on January 1, 2004, 1.0 per cent on July 1, 2004 and 3.5 per cent on January 1, 2005
- civilian employees receive annual service pay ranging from $200 with 5 years of service to $1,400 with 35 years of service
- police officers receive annual job seniority premium ranging from 3.0 per cent of Police Constable 1 salary with eight years of service to 9.0 per cent of Police Constable 1 salary with 23 years of service

CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at http://hrsdc.gc.ca/en/lp/wid/pub/02negotech.shtml. These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
PRINCE EDWARD ISLAND		
√ Government of Prince Edward Island, province-wide 0460511	Prince Edward Island Teachers' Federation (1,480 elementary and secondary teachers)	June 17/2004 ************ July 1/2004 – June 30/2007
NOVA SCOTIA		
√ Nova Scotia Power Incorporated, province-wide 0408109	Intl. Brotherhood of Electrical Workers (900 utility, service and maintenance employees)	June 7/2004 ************ April 1/2003 – July 31/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
NEW BRUNSWICK		
√ Electrical Contractors Association of New Brunswick Inc., province-wide **0273309**	Intl. Brotherhood of Electrical Workers (350 electricians)	July 19/2004 ************ July 19/2004 – Dec. 31/2005
QUEBEC		
Aciers Canam, Division of Groupe Canam Manac Inc., St-Gédéon-de-Beauce and Boucherville **1076903**	United Food and Commercial Workers Intl. Union (500 production employees)	July 10/2004 ************ Feb. 1/2004 – Jan. 31/2009 Reopener: Jan. 31/2007
√ CFCF Inc., Division of CFCF-TV, Montréal **0388406**	Communications, Energy and Paperworkers Union of Canada (130 broadcast and TV employees)	June 23/2004 ************ Jan. 1/2003 – Dec. 31/2007
√ Camoplast Inc., Recreation Composite Group, Roxton Falls, Grand-Mère and Princeville **1070303**	Association des employé(e)s de Camoplast Roski (350 production employees)	June 26/2004 ************ March 3/2003 – March 2/2008
√ Datamark Systems, Lasalle **1150003**	Communications, Energy and Paperworkers Union of Canada (230 printing employees)	June 19/2004 ************ Jan. 1/2004 – Dec. 31/2007
√ Desjardins Sécurité Financière, Montréal **0459207**	Office and Professional Employees Intl. Union (160 office employees)	July 12/2004 ************ July 13/2004 – Dec. 31/2006
√ Exeltor Inc., Bedford **1078004**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (180 plant and maintenance employees)	June 18/2004 ************ May 3/2004 – May 2/2007
√ La Presse ltée, Montréal **0142705**	Office and Professional Employees Intl. Union (120 print media employees)	June 16/2004 ************ June 27/2004 – Dec. 31/2008
√ Montreal Airports, Montréal **1025603**	Public Service Alliance of Canada (160 administrative services employees)	June 14/2004 ************ June 17/2004 – Dec. 19/2007
√ Services Minéraux Industriels Inc., Saint-Honoré **1163603**	United Steelworkers of America (140 mine employees)	June 29/2004 ************ May 1/2004 – April 30/2008

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date •••••••••••• Term of Contract
QUEBEC (continued)		
√ Université Laval, Québec **0524309**	Syndicat des professeurs et professeures de l'Université Laval (1,180 professors)	June 18/2004 •••••••••••• June 1/2004 – May 31/2007 Reopener: May 31/2005
ONTARIO		
√ Algoma Steel Inc., Sault Ste. Marie **1023205**	United Steelworkers of America (500 administrative services, technical, service and maintenance employees)	July 29/2004 •••••••••••• Aug. 1/2004 – July 31/2007
√ Algoma Steel Inc., Sault Ste. Marie **1053305**	United Steelworkers of America (2,500 production employees)	July 30/2004 •••••••••••• Aug. 1/2004 – July 31/2007
Architectural Glass and Metal Contractors Association, province-wide **0274508**	Intl. Union of Painters and Allied Trades (1,200 glaziers)	June 1/2004 •••••••••••• June 1/2004 – April 30/2007
Association of Millwrighting Contractors of Ontario, Inc., province-wide **0274809**	United Brotherhood of Carpenters and Joiners of America (2,000 millwrights)	June 9/2004 •••••••••••• May 23/2004 – April 30/2007
Canadian Press and Broadcast News Limited, Toronto **0768408**	The Natl. Guild of Canadian Media, Manufacturing, Professional and Service Workers/Communications Workers of America (300 news reporting service employees)	June 8/2004 •••••••••••• June 8/2004 – Dec. 31/2005 Reopener: Feb. 14/2005
Carpenters' Employer Bargaining Agency, province-wide **0275410**	United Brotherhood of Carpenters and Joiners of America (12,000 carpenters, carpet layers, etc. and drywall employees)	May 24/2004 •••••••••••• May 1/2004 – April 30/2007
√ City of Hamilton, Hamilton **1306102**	Cdn. Union of Public Employees (2,200 inside and outside employees)	June 8/2004 •••••••••••• Jan. 1/2004 – Dec. 31/2006
Communications Security Establishment, Ottawa **1292001**	Public Service Alliance of Canada (1,000 administrative services, technical, support and office employees and draftpersons)	June 16/2004 •••••••••••• Feb. 10/2002 – Feb. 9/2006
√ Delta Meadowvale Resort and Conference Centre, Mississauga **1114104**	United Food and Commercial Workers Intl. Union (250 hotel and restaurant employees)	June 12/2004 •••••••••••• May 6/2004 – May 5/2008

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
ONTARIO (continued)		
First Bus Canada Limited, Ottawa **0881707**	Amalgamated Transit Union (230 bus drivers)	June 1/2004 ********** Jan. 1/2003 – Dec. 31/2005
Global Communications Limited, Global Television News, Toronto and Ottawa **0895806**	Communications, Energy and Paperworkers Union of Canada (120 broadcast and TV employees)	June 18/2004 ********** Oct. 1/2003 – Sept. 30/2006
Globeground North America, Toronto **0288909**	Intl. Association of Machinists and Aerospace Workers (650 aircraft maintenance employees and passenger agents)	June 4/2004 ********** Jan. 1/2004 – June 30/2006
GO Transit, Toronto and area **0979506**	Amalgamated Transit Union (910 bus drivers, service and maintenance employees)	June 2/2004 ********** May 24/2003 – June 1/2007
√ Great Atlantic & Pacific Company of Canada Limited, Food Basics, province-wide **1061303**	United Food and Commercial Workers Intl. Union (6,300 retail employees)	June 22/2004 ********** Feb. 1/2004 – Jan. 31/2007
Greater Toronto Sewer and Watermain Contractors Association, Toronto **0269709**	Laborers' Intl. Union of North America and Intl. Brotherhood of Teamsters (1,000 labourers and truck drivers)	May 9/2004 ********** May 1/2004 – April 30/2007
Labourers Employer Bargaining Agency, province-wide **0253710**	Laborers' Intl. Union of North America (10,000 labourers)	June 30/2004 ********** June 11/2004 – April 30/2007
Laidlaw Transit Ltd., Ottawa **0372509**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (190 bus drivers)	Feb. 11/2004 ********** July 1/2003 – June 30/2005
Masonry Contractors' Association of Toronto Inc., province-wide **1217004**	Bricklayers, Masons Independent Union of Canada and Laborers' Intl. Union of North America (3,000 bricklayers)	April 17/2004 ********** May 1/2004 – April 30/2007
Master Insulators' Association of Ontario Inc., province-wide **0274609**	Intl. Association of Heat and Frost Insulators and Asbestos Workers (1,200 insulation workers)	June 27/2004 ********** June 27/2004 – April 30/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date •••••••••• Term of Contract
ONTARIO (continued)		
Mechanical Contractors Association of Ontario, province-wide **0275709**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (12,000 plumbers and pipefitters)	May 12/2004 •••••••••• May 1/2004 – April 30/2007
National Elevator and Escalator Association, province-wide **0278810**	Intl. Union of Elevator Constructors (1,200 elevator constructors)	April 26/2004 •••••••••• May 1/2004 – April 30/2007 Reopener: April 30/2005
√ National Gallery of Canada, Ottawa **1187503**	Public Service Alliance of Canada (220 conservators, librarians and guides)	June 22/2004 •••••••••• July 1/2003 – June 30/2006
Navistar International Corporation Canada, Chatham **0193009**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (650 production employees)	June 27/2004 •••••••••• Feb. 1/2007 – June 30/2009
Ontario Erectors Association, Incorporated, province-wide **0253508**	Intl. Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (4,000 iron workers and welders)	May 18/2004 •••••••••• May 1/2004 – April 30/2007
Ontario Painting Contractors Association, province-wide **0276908**	Intl. Union of Painters and Allied Trades (3,000 painters)	July 8/2004 •••••••••• July 8/2004 – April 30/2007
Ontario Refrigeration and Air Conditioning Contractors Association, province-wide **0276409**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (1,500 service and maintenance employees)	May 17/2004 •••••••••• May 1/2004 – April 30/2007
Operating Engineers Employer Bargaining Agency, province-wide **0276608**	Intl. Union of Operating Engineers (3,000 operating engineers)	May 12/2004 •••••••••• May 1/2004 – April 30/2007
Regional Municipality of Durham, Whitby **0720610**	Cdn. Union of Public Employees (1,300 inside employees)	July 4/2004 •••••••••• April 1/2004 – March 31/2008
Terrazzo, Tile and Marble Guild of Ontario Inc., province-wide **0253608**	Intl. Union of Bricklayers and Allied Craftworkers (800 masonry workers and tilesetters)	July 27/2004 •••••••••• Aug. 1/2004 – April 30/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ONTARIO (continued)		
Toronto and Area Road Builders' Association, Toronto and area **0265409**	Intl. Brotherhood of Teamsters and Laborers' Intl. Union of North America (2,000 labourers and heavy equipment operators)	June 10/2004 ************ June 10/2004 – April 30/2007
Visa Centre, Canadian Imperial Bank of Commerce, Toronto **0457015**	United Steelworkers of America (740 technical and office employees)	June 18/2004 ************ March 1/2004 – June 30/2006
ALBERTA		
√ Construction Labour Relations – Alberta Association, province-wide **0259310**	Intl. Association of Bridge, Structural Ornamental and Reinforcing Iron Workers (800 iron workers)	May 7/2004 ************ May 3/2004 – April 30/2007
√ Construction Labour Relations – Alberta Association, province-wide **0262008**	Intl. Association of Heat and Frost Insulators and Asbestos Workers (1,500 insulation workers)	June 3/2004 ************ June 7/2004 – April 30/2007
√ Construction Labour Relations – Alberta Association, province-wide **0878208**	Laborers' Intl. Union of North America (3,200 labourers)	June 28/2004 ************ June 5/2004 – April 30/2007
√ Construction Labour Relations – Alberta Association, province-wide **0257908**	Operative Plasterers and Cement Masons Intl. Association of the United States and Canada (170 masonry workers)	May 29/2004 ************ May 31/2004 – April 30/2007
√ Construction Labour Relations – Alberta Association, province-wide **0261809**	Sheet Metal Workers Intl. Association (500 sheet metal workers)	June 25/2004 ************ July 5/2004 – April 30/2007
√ Construction Labour Relations – Alberta Association, province-wide **0261907**	Sheet Metal Workers Intl. Association (200 sheet metal workers)	July 3/2004 ************ July 5/2004 – April 30/2007
√ Construction Labour Relations – Alberta Association, province-wide **0257408**	United Brotherhood of Carpenters and Joiners of America (4,500 carpenters)	May 29/2004 ************ May 31/2004 – April 30/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
BRITISH COLUMBIA		
√ Canadian Forest Products, Mackenzie **0097008**	Pulp, Paper and Woodworkers of Canada (390 mill employees)	July 29/2004 ************ July 1/2003 – June 30/2009
√ Canadian Forest Products, North Central Plywoods Division, Prince George **1155603**	Pulp, Paper and Woodworkers of Canada (230 mill employees)	July 7/2004 ************ July 1/2003 – June 30/2009
√ J.S. McMillan Fisheries Ltd., Prince Rupert **0032609**	United Food and Commerical Workers Intl. Union (100 plant, maintenance and office employees)	July 3/2004 ************ Jan. 1/2004 – Dec. 31/2006
Westfair Foods Ltd., province-wide **0855104**	United Food and Commercial Workers Intl. Union (4,000 retail employees)	July 2/2004 ************ Aug. 1/2004 – July 31/2009
NUNAVUT		
√ Government of Nunavut, Iqaluit **1261802**	Public Service Alliance of Canada (1,750 technical and office employees)	June 14/2004 ************ April 1/2003 – Sept. 30/2006
MULTIPROVINCE		
√ Abitibi-Consolidated of Canada, Shawinigan and other centres, Que.; Thunder Bay and other centres, Ont.; and Grand Falls and other centres, N.L. **0121007**	Communications, Energy and Paperworkers Union of Canada (3,740 plant, maintenance, mill, office, technical, service and production employees and general tradesmen)	July 16/2004 ************ May 1/2004 – April 30/2009
Air Canada, system-wide **1323002**	Air Canada Pilots Association (3,100 pilots)	July 5/2004 ************ June 4/2004 – July 1/2009 Reopener: June 1/2006
Air Canada, system-wide **1300803**	Cdn. Union of Public Employees (7,110 flight attendants)	July 8/2004 ************ June 1/2004 – June 30/2009 Reopener: June 29/2006
Air Canada, system-wide **1323502**	Intl. Association of Machinists and Aerospace Workers (13,040 aircraft maintenance employees)	July 2/2004 ************ June 8/2004 – July 1/2009 Reopener: June 30/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date •••••••••••• Term of Contract
MULTIPROVINCE (continued)		
Air Canada, system-wide **1323602**	Intl. Association of Machinists and Aerospace Workers (380 office and finance employees)	July 2/2004 •••••••••••• June 8/2004 – July 1/2009 Reopener: June 30/2006
Air Canada, system-wide **1323102**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (6,200 passenger agents and customer service employees)	July 9/2004 •••••••••••• June 8/2004 – May 31/2009 Reopener: June 4/2006
Air Canada Regional Inc., system-wide **1272003**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (870 aircraft maintenance employees)	July 15/2004 •••••••••••• Aug. 1/2004 – June 30/2009 Reopener: July 31/2006
√ Canadian National Railway Company, system-wide **0296610**	Intl. Brotherhood of Locomotive Engineers (200 operating employees)	June 29/2004 •••••••••••• Jan. 1/2004 – Dec. 31/2006
CANPAR Transport Ltd., system-wide **0357908**	United Steelworkers of America (1,370 truck drivers and warehouse employees)	July 22/2004 •••••••••••• Nov. 1/2004 – Oct. 31/2009
Jazz Air Inc., doing business as Air Canada Jazz, system-wide **1272203**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (900 customer service employees)	July 15/2004 •••••••••••• Aug. 1/2004 – June 30/2009 Reopener: July 31/2006
Marine Atlantic Inc., system-wide **0899605**	Canadian Marine Officers Union (150 licensed personnel)	April 21/2004 •••••••••••• Jan. 1/2001 – Dec. 31/2004

Calendars of Collective Agreements Expiries and Reopeners

The 2004 calendars of bargaining units with 100 or more employees is available on the Workplace Information Directorate Web site at

http://www.hrsdc.gc.ca/en/lp/wid/info.shtml.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
•Government of Canada	various unions	112,830	B/CO/ARB	May 02–April 04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec. 02–Sept. 03
•Canada Revenue Agency	PSAC and PIPSC	41,480	CO	Oct. 03/Dec. 03
•Iron Ore Company of Canada (Nfld. and Lab.)	Steelworkers	1,100	WS	Feb. 04
•Government of Nova Scotia	CUPE (public works)	1,600	PCB	Oct. 02
•Capital District Health (N.S.)	NSGEU	7,800	B/ARB	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,300	B	Mar. 04
•Government of New Brunswick	CUPE (health)	5,800	CO	June 03
•Government of New Brunswick	nurses	5,000	CO	Dec. 03
•Government of New Brunswick	teachers	7,600	CO	Feb. 04
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,300	WS	various
•Government of Quebec	various unions	323,470	B/MED	June 02/03
•SAQ (Quebec Liquor Stores)	Syndicat des employés de la SAQ	3,500	CO	Dec. 02
•Aluminerie de Bécancour	Syndicat des employés de l'Aluminerie de Bécancour	800	WS	June 04
•City of Montréal	CUPE	6,860	ARB	April 02
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Ontario Hospital Association	nurses	40,000	B	Mar. 04
•Ontario Construction	various unions	8,000	B	April 04
•Government of Ontario	AMAPCEO	6,000	B	Mar. 04
•Manitoba Construction	various unions	1,000	B	April 04
•Regional Health Authorities of Manitoba	CUPE	11,000	B	June 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Government of Saskatchewan	teachers	12,400	B	Aug. 04
•Saskatchewan Association of Health Organizations	various unions	24,530	B	Mar. 04
•Sask. Power	CEP and IBEW	1,980	B/MED	Dec. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Government of Alberta	AUPE	20,000	B	Aug. 04
•Health Authorities of Alberta	AUPE	20,000	B	Mar. 04
•Alberta Construction	various unions	11,500	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	ARB	Dec. 03
•Health Employers of British Columbia	nurses/paramedical professionals	39,000	TENT	Mar. 04
•B.C. Construction	various unions	26,160	B	April 04
•CP / CN / VIA Rail	various unions	17,310	B/CO/TENT	Dec. 02/03
•Bell Canada	CEP	7,200	TENT	Nov. 03

[1] ARB arbitration
B bargaining
B/WS bargaining after work stoppage
CO conciliation
MED mediation
MWS mediation after work stoppage
PAB post-arbitration bargaining
PCB post-conciliation bargaining
PMB post-mediation bargaining
TENT tentative agreement
WS work stoppage

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM JULY 30 TO AUGUST 26, 2004

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Aliant Telecom Inc., province-wide, Nova Scotia, Newfoundland and Labrador, Prince Edward Island and New Brunswick Communication, Energy and Paperworkers Union of Canada and Atlantic Communication and Technical Workers' Union	Pension plan, vacation, hours of work and benefits	4,300	April 23/2004	
Uniroyal Goodrich Tire Manufacturing, Kitchener, Ontario United Steelworkers of America	Not available	1,000	June 1/2004	Aug. 25/2004
Aluminerie de Bécancour inc., Bécancour, Quebec Syndicat des employés de l'Aluminerie de Bécancour (FSSA)	Wages, vacation, contracting-out and pension plan	800	July 7/2004	
Iron Ore Company of Canada, Labrador City, Newfoundland and Labrador United Steelworkers of America	Contracting-out and seniority	1,100	July 19, 2004	
Parks Canada Agency, Canada-wide Public Service Alliance of Canada	Wages	4,800	Aug. 13, 2004 *(Rotating Strike)*	
Cara Operations Ltd., Vancouver, B.C. Hotel Employees and Restaurant Employees International Union	Wages and benefits	650	Aug. 18, 2004	

The content of this publication has been prepared by members of The Canadian Association of Professional Employees and The Public Service Alliance of Canada.

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Workplace Information

Information sur les milieux de travail

INFORMATION PRODUCTS AND CLIENT SERVICES

Client Services

The Workplace Information Directorate is your source for up-to-date, customized information on industrial relations and collective bargaining in Canada.

By meeting your specific research needs, we can assist you in preparing for the resolution of issues at the bargaining table. We can also help you keep abreast of developments in the industrial relations field through our information service and publications. Our resources are used by negotiators, researchers, economists, consultants, journalists, teachers and many others.

Wage Settlements Bulletin

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Negotech

A searchable labour relations database providing timely information on the key aspects (settlement reports and full collective agreement contract language) of collective bargaining in Canada. Access via the Internet. Available ***free*** as an added value to subscribers of our publications.

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For further information, contact the Workplace Information Directorate:

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Ressources humaines et Développement des compétences Canada

Workplace Information
Information sur les milieux de travail

Collective Bargaining Bulletin

Volume 7, Issue 9, September 2004

FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work stoppages*** stating issues when available.

IN THIS ISSUE

	Page
Summaries	1–2
Current Settlements	3–9
Current Key Negotiations	10
Major Work Stoppages	11
Information Products and Client Services	12

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Le Bulletin existe également en français.

SUMMARIES

Aliant Telecom Inc. *and* **Communications, Energy and Paperworkers Union of Canada and Atlantic Communication and Technical Workers Union**

- following a 5-month work stoppage, 4,300 technical, clerical and field employees, province-wide, Newfoundland and Labrador, Prince Edward Island, Nova Scotia and New Brunswick, reached a 40-month agreement which expires December 31, 2007
- this agreement combines nine agreements resulting from the merger of four Atlantic telephone companies
- wage adjustments of 2.5 per cent on January 1, 2002, 2003 and 2004; 3.0 per cent on January 1, 2005; and 2.8 per cent on January 1, 2006 and 2007
- pension plan has been standardized for all employees
- improvements to shoes, meal and other allowances

continued

Canada

- voluntary retirement program established for a maximum of 500 employees
- within nine months of signing date, a new plan concerning health and welfare benefits will be provided to employees

Ottawa Hospital consisting of the Civic, General and Riverside Campus Hospitals *and* **Canadian Union of Public Employees**

- 3,000 office, service and trades employees, Ottawa, Ontario, reached a 36-month agreement which ran to September 28, 2004
- wage adjustments total 8.5 per cent over the term of the agreement
- improvements in health and welfare benefits, vacation leave and hours of work

Cami Automotive *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- 1,600 production employees, Ingersoll, Ontario, reached a 36-month agreement which expires on September 15, 2007
- wage adjustments total 8.2 per cent over the term of the agreement with skilled trades employees receiving additional amounts
- salary and benefit improvements are similar to those negotiated in the General Motors agreements settled in 2002

Edmonton School District No. 7 *and* **Alberta Teachers Association**

- 4,560 elementary and secondary teachers, Edmonton, Alberta, reached a 36-month agreement which expires on August 31, 2006
- wage adjustments of 1.0 per cent on September 1, 2003 and January 1, 2004; 1.5 per cent on September 1, 2004; 1.0 per cent on January 1, 2005; and 2.5 per cent on September 1, 2005
- effective September 1, 2005, health spending account introduced for each teacher to subsidize supplemental health care expenses
- improvements in dental, vision and hearing aid plans

DHL Express (Canada) Ltd. *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- 810 courier drivers, dependent contractors, owner-operators, warehouse and office employees, province-wide, British Columbia, reached a 24-month agreement which expires December 31, 2005
- wage adjustments of 3.0 per cent on January 1, 2004 and 2005
- owner-operators receive a lump-sum payment of $1,000
- vehicle classification and mileage rates are increased by 3.0 per cent annually
- improvements in short- and long-term disability plans

Canada Bread Company Limited *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- 180 bakery employees, Langley, British Columbia, reached a 36-month agreement which expires on March 31, 2007
- wage freeze for duration of agreement
- signing bonus ranging from $60 to $500, depending on hours worked
- two-tier wage structure established with new employees requiring 6,500 hours of work before being placed on the regular wage schedule
- paid education leave and local health and safety and social justice funds introduced

The content of this publication has been prepared by members of
The Canadian Association of Professional Employees and
The Public Service Alliance of Canada.

CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at http://hrsdc.gc.ca/en/lp/wid/pub/02negotech.shtml. These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
NEWFOUNDLAND AND LABRADOR		
Government of Newfoundland and Labrador/Health Boards Association, province-wide **0537209**	Newfoundland and Labrador Nurses' Union (5,000 nurses)	June 1/2004 ********** July 1/2004 – June 30/2005
NOVA SCOTIA		
Capital District Health Authority, Halifax and area **1269102**	Nova Scotia Government and General Employees Union (3,100 health and social care professional employees)	Aug. 18/2004 ********** Nov. 1/2003 – Oct. 31/2006
CKF Inc., Hantsport **0135908**	Communications, Energy and Paperworkers Union of Canada (190 plant and maintenance employees)	Aug. 12/2004 ********** Jan. 1/2004 – Dec. 31/2005
QUEBEC		
√ Abitibi Consolidated of Canada, Senneterre **1069603**	Fédération des travailleurs et travailleuses du papier et de la forêt (110 mill employees)	Aug. 27/2004 ********** Nov. 5/2002 – Nov. 4/2008
√ Aciers Canam, Division of Groupe Canam Manac Inc., St-Gédéon-de-Beauce and Boucherville **1076903**	United Food and Commercial Workers Intl. Union (500 production employees)	July 10/2004 ********** Feb. 1/2004 – Jan. 31/2009 Reopener: Jan. 31/2007
√ Industries Norbord Inc., La Sarre **0097808**	Communications, Energy and Paperworkers Union of Canada (140 plant and maintenance employees)	June 30/2004 ********** July 1/2004 – June 30/2009
√ Shermag inc., Division Mobilier HPL ltée, Athabasca **1083304**	Fédération des travailleurs et travailleuses du papier et de la forêt (170 production employees)	Aug. 22/2004 ********** Aug. 25/2004 – Nov. 16/2006
ONTARIO		
Architectural Glass and Metal Contractors Association, province-wide **0274508**	Intl. Union of Painters and Allied Trades (1,200 glaziers)	June 1/2004 ********** June 1/2004 – April 30/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
ONTARIO (continued)		
√ Association of Millwrighting Contractors of Ontario, Inc., province-wide **0274809**	United Brotherhood of Carpenters and Joiners of America (2,000 millwrights)	June 9/2004 ********** May 23/2004 – April 30/2007
√ Bruce Power LP, General Partner Bruce Power Inc., province-wide **1283302**	Cdn. Union of Public Employees (2,480 general trades and office employees)	Aug. 10/2004 ********** Jan. 1/2004 – Dec. 31/2006
Canadian Press and Broadcast News Limited, Toronto **0768408**	The Natl. Guild of Canadian Media, Manufacturing, Professional and Service Workers/Communications Workers of America (300 news reporting service employees)	June 8/2004 ********** June 8/2004 – Dec. 31/2005 Reopener: Feb. 14/2005
Carpenters' Employer Bargaining Agency, province-wide **0275410**	United Brotherhood of Carpenters and Joiners of America (12,000 carpenters, carpet layers, etc. and drywall employees)	May 24/2004 ********** May 1/2004 – April 30/2007
CFTO-TV, Division of CTV Television Inc., Toronto **0392509**	Communications, Energy and Paperworkers Union of Canada (400 broadcast and TV employees)	July 6/2004 ********** Jan. 1/2004 – Dec. 31/2007
Communications Security Establishment, Ottawa **1292001**	Public Service Alliance of Canada (1,000 administrative services, technical, support and office employees and draftpersons)	June 16/2004 ********** Feb. 10/2002 – Feb. 9/2006
√ Cooper Standard Automotive (Canada) Limited, Sealing Division, Stratford **0071707**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (900 plant and maintenance employees)	June 10/2004 ********** Oct. 1/2004 – Sept. 30/2007
First Bus Canada Limited, Ottawa **0881707**	Amalgamated Transit Union (230 bus drivers)	June 1/2004 ********** Jan. 1/2003 – Dec. 31/2005
Global Communications Limited, Global Television News, Toronto and Ottawa **0895806**	Communications, Energy and Paperworkers Union of Canada (120 broadcast and TV employees)	June 18/2004 ********** Oct. 1/2003 – Sept. 30/2006
Globeground North America, Toronto **0288909**	Intl. Association of Machinists and Aerospace Workers (650 aircraft maintenance employees and passenger agents)	June 4/2004 ********** Jan. 1/2004 – June 30/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ONTARIO (continued)		
√ GO Transit, Toronto and area **0979506**	Amalgamated Transit Union (910 bus drivers, service and maintenance employees)	June 2/2004 ************ May 24/2003 – June 1/2007
√ Greater Toronto Sewer and Watermain Contractors Association, Toronto **0269709**	Laborers' Intl. Union of North America and Intl. Brotherhood of Teamsters (1,000 labourers and truck drivers)	May 9/2004 ************ May 1/2004 – April 30/2007
Labourers Employer Bargaining Agency, province-wide **0253710**	Laborers' Intl. Union of North America (10,000 labourers)	June 30/2004 ************ June 11/2004 – April 30/2007
Laidlaw Transit Ltd., Ottawa **0372509**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (190 bus drivers)	Feb. 11/2004 ************ July 1/2003 – June 30/2005
√ Masonry Contractors Association of Toronto Inc., province-wide **1217004**	Bricklayers, Masons Independent Union of Canada and Laborers' Intl. Union of North America (3,000 bricklayers)	April 17/2004 ************ May 1/2004 – April 30/2007
Master Insulators Association of Ontario Inc., province-wide **0274609**	Intl. Association of Heat and Frost Insulators and Asbestos Workers (1,200 insulation workers)	June 27/2004 ************ June 27/2004 – April 30/2007
√ Mechanical Contractors Association of Ontario, province-wide **0275709**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (12,000 plumbers and pipefitters)	May 12/2004 ************ May 1/2004 – April 30/2007
√ National Elevator and Escalator Association, province-wide **0278810**	Intl. Union of Elevator Constructors (1,200 elevator constructors)	April 26/2004 ************ May 1/2004 – April 30/2007 Reopener: April 30/2005
√ Navistar International Corporation Canada, Chatham **0193009**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (650 production employees)	June 27/2004 ************ Feb. 1/2007 – June 30/2009
√ Ontario Erectors Association Inc., province-wide **0253508**	Intl. Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (4,000 iron workers and welders)	May 18/2004 ************ May 1/2004 – April 30/2007

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
	ONTARIO (continued)		
	Ontario Painting Contractors Association, province-wide **0276908**	Intl. Union of Painters and Allied Trades (3,000 painters)	July 8/2004 ********** July 8/2004 – April 30/2007
√	Ontario Refrigeration and Air Conditioning Contractors Association, province-wide **0276409**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (1,500 service and maintenance employees)	May 17/2004 ********** May 1/2004 – April 30/2007
√	Operating Engineers Employer Bargaining Agency, province-wide **0276608**	Intl. Union of Operating Engineers (3,000 operating engineers)	May 12/2004 ********** May 1/2004 – April 30/2007
√	Regional Municipality of Durham, Whitby **0720610**	Cdn. Union of Public Employees (1,300 inside employees)	July 4/2004 ********** April 1/2004 – March 31/2008
	Residential Framing Contractors Association of Metro Toronto and Vicinity, Toronto and area **0756309**	Laborers' Intl. Union of North America (4,000 carpenters and labourers)	June 21/2004 ********** May 1/2004 – April 30/2007
√	Terrazzo, Tile and Marble Guild of Ontario Inc., province-wide **0253608**	Intl. Union of Bricklayers and Allied Craftworkers (800 masonry workers and tilesetters)	July 27/2004 ********** Aug. 1/2004 – April 30/2007
√	Toronto and Area Road Builders Association, Toronto and area **0265409**	Intl. Brotherhood of Teamsters and Laborers' Intl. Union of North America (2,000 labourers and heavy equipment operators)	June 10/2004 ********** June 10/2004 – April 30/2007
√	Uniroyal Goodrich Tire Manufacturing, Kitchener **0071407**	United Steelworkers of America (920 production employees)	Aug. 23/2004 ********** June 1/2004 – July 22/2006
√	University of Windsor, Windsor **0528908**	Faculty Association of the University of Windsor (880 academic staff and librarians)	Aug. 19/2004 ********** July 1/2004 – June 30/2008
	Visa Centre, Canadian Imperial Bank of Commerce, Toronto **0457015**	United Steelworkers of America (740 technical and office employees)	June 18/2004 ********** March 1/2004 – June 30/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ALBERTA		
Construction Labour Relations - Alberta Association, province-wide **0828207**	United Association of Journeymen and Appentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (5,000 plumbers and pipefitters)	Aug. 2/2004 ************ Aug. 9/2004 – April 30/2007
Construction Labour Relations - Alberta Association, province-wide **0258009**	United Brotherhood of Carpenters and Joiners of America (150 lathers and mechanics)	Aug. 2/2004 ************ Aug. 9/2004 – April 30/2007
√ Living Waters Catholic Regional District No. 42, Whitecourt **1231604**	Alberta Teachers' Association (140 elementary and secondary teachers)	Aug. 25/2004 ************ Sept. 1/2003 – Aug. 31/2004
Spar Aerospace Limited, Edmonton **0192311**	Intl. Association of Machinists and Aerospace Workers (350 aircraft maintenance employees)	Aug. 1/2004 ************ April 1/2004 – March 31/2007
BRITISH COLUMBIA		
√ Cara Operations Ltd., Vancouver International Airport, Vancouver **1236603**	Hotel Employees and Restaurant Employees International Union (650 food service employees)	Aug. 28/2004 ************ Aug. 1/2004 – July 31/2007
√ Globeground North America, Vancouver International Airport, Vancouver **1238603**	Intl. Association of Machinists and Aerospace Workers (570 baggage handlers and ramp attendants)	Aug. 24/2004 ************ Sept. 1/2004 – Aug. 31/2005
√ Pacific National Exhibition, Vancouver **0658811**	Cdn. Union of Public Employees (2,200 office, service and maintenance employees)	Aug. 11/2004 ************ Jan. 1/2004 – Dec. 31/2006
√ Westfair Foods Ltd., province-wide **0855104**	United Food and Commercial Workers Intl. Union (4,000 retail employees)	July 2/2004 ************ Aug. 1/2004 – July 31/2009
MULTIPROVINCE		
√ Air Canada, system-wide **1323002**	Air Canada Pilots Association (3,100 pilots)	July 5/2004 ************ June 4/2004 – July 1/2009 Reopener: June 1/2006
√ Air Canada, system-wide **1300803**	Cdn. Union of Public Employees (7,110 flight attendants)	July 8/2004 ************ June 1/2004 – June 30/2009 Reopener: June 29/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
MULTIPROVINCE (continued)		
√ Air Canada, system-wide **1323502**	Intl. Association of Machinists and Aerospace Workers (13,040 aircraft maintenance employees)	July 2/2004 ********** June 8/2004 – July 1/2009 Reopener: June 30/2006
√ Air Canada, system-wide **1323602**	Intl. Association of Machinists and Aerospace Workers (380 office and finance employees)	July 2/2004 ********** June 8/2004 – July 1/2009 Reopener: June 30/2006
√ Air Canada, system-wide **1323102**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (6,200 passenger agents and customer service employees)	July 9/2004 ********** June 8/2004 – May 31/2009 Reopener: June 4/2006
Air Canada Regional Inc., system-wide **1272003**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (870 aircraft maintenance employees)	July 15/2004 ********** Aug. 1/2004 – June 30/2009 Reopener: July 31/2006
Bell Canada, province-wide, Ont. and Que. **0402607**	Communications, Energy and Paperworkers Union of Canada (7,190 craft and service employees)	Aug. 16/2004 ********** Aug. 19/2004 – Nov. 30/2007
Canadian Automatic Sprinkler Association, Canada-wide **0278508**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (1,600 plumbers and pipefitters)	Aug. 15/2004 ********** June 9/2004 – April 30/2007
√ CANPAR Transport Ltd., system-wide **0357908**	United Steelworkers of America (1,370 truck drivers and warehouse employees)	July 22/2004 ********** Nov. 1/2004 – Oct. 31/2009
Government of Canada, Canada-wide **0315208**	Cdn. Merchant Service Guild (950 ship officers)	Aug. 19/2004 ********** April 1/2003 – March 31/2006
Jazz Air Inc. (Air Canada Jazz), system-wide **1272203**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (900 customer service employees)	July 15/2004 ********** Aug. 1/2004 – June 30/2009 Reopener: July 31/2006
√ Marine Atlantic Inc., system-wide **0899605**	Canadian Marine Officers Union (150 licensed personnel)	April 21/2004 ********** Jan. 1/2001 – Dec. 31/2004

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ••••••••••••• Term of Contract
MULTIPROVINCE (continued)		
√ National Research Council of Canada, Canada-wide **0960506**	Research Council Employees' Association (540 support employees)	Aug. 3/2004 ••••••••••••• May 1/2003 – April 30/2005
Pipe Line Contractors Association of Canada Canada-wide **0271211**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (150 welders)	July 10/2004 ••••••••••••• May 1/2004 – April 30/2007
√ Via Rail Canada Inc., system-wide **0302910**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (1,110 non-operating employees)	Aug. 31/2004 ••••••••••••• Jan. 1/2004 – Dec. 31/2006
√ Via Rail Canada Inc., system-wide **0989404**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (710 shop craft employees)	Aug. 31/2004 ••••••••••••• Jan. 1/2004 – Dec. 31/2006
√ Via Rail Canada Inc., system-wide **0303010**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (860 on board services employees)	Aug. 31/2004 ••••••••••••• Jan. 1/2004 – Dec. 31/2006

Calendars of Collective Agreements Expiries and Reopeners

The 2004 calendars of bargaining units with 100 or more employees is available on the Workplace Information Directorate Web site at

http://www.hrsdc.gc.ca/en/lp/wid/info.shtml.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
•Government of Canada	various unions	113,000	B/CO/ARB	May 02–Aug. 04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec. 02–Sept. 03
•Canada Revenue Agency	PSAC and PIPSC	41,480	CO/WS	Oct. 03/Dec. 03
•Iron Ore Company of Canada (Nfld. and Lab.)	Steelworkers	1,100	WS	Feb. 04
•Government of Nova Scotia	CUPE (public works)	1,600	PCB	Oct. 02
•Capital District Health (N.S.)	NSGEU	4,800	B	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,300	B	Mar. 04
•Government of New Brunswick	CUPE (health)	5,800	CO	June 03
•Government of New Brunswick	teachers	7,600	CO	Feb. 04
•Government of Quebec	various unions	323,470	B/MED	June 02/03
•SAQ (Quebec Liquor Stores)	Syndicat des employés de la SAQ	3,500	CO	Dec. 02
•Aluminerie de Bécancour	Syndicat des employés de l'Aluminerie de Bécancour	800	WS	June 04
•City of Montréal	CUPE	6,860	ARB	April 02
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Ontario Hospital Association	nurses	40,000	B	Mar. 04
•Ontario Construction	various unions	7,000	B/CO	April 04
•Government of Ontario	AMAPCEO	6,000	B	Mar. 04
•Manitoba Construction	various unions	1,000	WS	April 04
•Regional Health Authorities of Manitoba	CUPE	11,000	B	June 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Government of Saskatchewan	teachers	12,400	B	Aug. 04
•Saskatchewan Association of Health Organizations	various unions	24,530	B	Mar. 04
•Sask Power	CEP and IBEW	1,980	B/MED	Dec. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B/TENT	Aug. 03
•Government of Alberta	AUPE	20,000	B	Aug. 04
•Health Authorities of Alberta	AUPE	20,000	B	Mar. 04
•Alberta Construction	various unions	4,500	MED	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•B.C. Ferry Corporation	B.C. Ferry and Marine Workers	4,400	ARB	Dec. 03
•Health Employers of British Columbia	nurses/paramedical professionals	39,000	TENT	Mar. 04
•B.C. Construction	various unions	26,000	MED	April 04
•CP/CN	various unions	15,380	B	Dec. 02/03
•Entourage	CEP	2,480	B	Sept. 04

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM AUGUST 27 TO SEPTEMBER 23, 2004

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Aliant Telecom Inc., province-wide, Nova Scotia, Newfoundland and Labrador, Prince Edward Island and New Brunswick Communication, Energy and Paperworkers Union of Canada and Atlantic Communication and Technical Workers' Union	Pension plan, vacation, hours of work and benefits	4,300	April 23/2004	Sept. 3/2004
Aluminerie de Bécancour inc., Bécancour, Quebec Syndicat des employés de l'Aluminerie de Bécancour (FSSA)	Wages, vacation, contracting-out and pension plan	800	July 7/2004	
Iron Ore Company of Canada, Labrador City, Newfoundland and Labrador United Steelworkers of America	Contracting-out and seniority	1,100	July 19/2004	
Parks Canada Agency, Canada-wide Public Service Alliance of Canada	Wages	4,800	Aug. 13/2004 *(Rotating Strike)*	
Construction Labour Relations Association of Manitoba, province-wide, Manitoba United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada	Wages	500	Sept. 3/2004	
Canada Revenue Agency, Canada-wide Public Service Alliance of Canada	Wages and job security	25,000	Sept. 8/2004 *(Rotating Strike)*	
Government of Canada, Operational Services employees, Canada-wide Public Service Alliance of Canada	Wages	11,000	Sept. 20/2004 *(Rotating Strike)*	

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Workplace Information

Information sur les milieux de travail

INFORMATION PRODUCTS AND CLIENT SERVICES

Client Services

The Workplace Information Directorate is your source for up-to-date, customized information on industrial relations and collective bargaining in Canada.

By meeting your specific research needs, we can assist you in preparing for the resolution of issues at the bargaining table. We can also help you keep abreast of developments in the industrial relations field through our information service and publications. Our resources are used by negotiators, researchers, economists, consultants, journalists, teachers and many others.

Wage Settlements Bulletin

A monthly publication providing the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments. The aggregate data and details are published in the following groupings: public and private sectors, regions and jurisdictions, and major industry groups. **Subscription**: Canada, 1 year: $220 or 2 years: $400 plus 7% GST; other countries, 1 year: US$220 or 2 years: US$400 (available by e-mail and mail).

Workplace Gazette

A quarterly publication providing data on wage adjustments from major collective bargaining settlements in Canada by public and private sectors, by region, by jurisdiction and by major industry; detailed analysis of selected provisions in major agreements; a chronological perspective on work stoppages; and, information on innovative workplace practices resulting from collective bargaining. It also features articles and case studies on pertinent industrial relations matters. **Subscription**: Canada, 1 year: $140 or 2 years: $250 plus 7% GST; other countries, 1 year: US$140 or 2 years: US$250 (available by mail only).

Collective Bargaining Bulletin

A monthly publication containing timely information based on recently signed major collective agreements in Canada. The publication focuses on summaries of changes to wages and benefits in selected settlements, the status of key negotiations as well as data on work stoppages. Also included is a list containing major settlement reports currently available on the Negotech database. **Subscription**: Canada, 1 year: $65 or 2 years: $110 plus 7% GST; other countries, 1 year: US$65 or 2 years: US$110 (available by e-mail and mail).

Negotech

A searchable labour relations database providing timely information on the key aspects (settlement reports and full collective agreement contract language) of collective bargaining in Canada. Access via the Internet. Available ***free*** as an added value to subscribers of our publications.

Visit our Web Site for information on work stoppages, labour organizations in Canada, a calendar of collective agreement expiries and reopeners, articles and case studies published in the Workplace Gazette, information on innovative workplace practices and a selection of recent changes in Canadian labour laws.

For further information, contact the Workplace Information Directorate:

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Human Resources and Skills Development Canada
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IN THIS ISSUE

	Page
Summaries	1–2
Current Settlements	2-8
Current Key Negotiations	9
Major Work Stoppages	10
Information Products and Client Services	11

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SUMMARIES

John Deere Ltd. *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- 730 production and maintenance employees, Welland, Ontario, reached a 36-month agreement which expires on September 30, 2007
- wage adjustment of 3.0 per cent on October 1, 2004 for employees hired after 1999
- lump-sum payments in October 2005 and 2006 for employees hired before 1999
- cost-of-living allowance provides additional annual payments for all employees
- signing bonus of $1,500 for all employees

continued

Government of Canada *and* **Professional Institute of the Public Service of Canada**

- through binding arbitration, 2,670 scientific and other professional employees, Canada-wide, reached a 36-month agreement which expires on September 30, 2006
- wage adjustments of 2.5 per cent on October 1, 2003, and 2.25 per cent on October 1, 2004 and 2005
- effective October 1, 2004, a terminable allowance of $4,000 per year is introduced for the Historical Research employees and increased for the Defence Scientific and Scientific employees from $8,000 to $8,500
- improvements in research allowances

Government of New Brunswick *and* **Canadian Union of Public Employees**

- following a 3-week work stoppage by 500 employees in two hospitals in Moncton, 6,500 office, institutional and patient services employees, province-wide, New Brunswick, reached a 48-month agreement which expires June 30, 2007
- wage adjustments of 2.0 per cent on July 1, 2003, 2004, 2005, and 2006; and 1.0 per cent on January 1, 2004, 2005, 2006, and 2007
- additional wage adjustments for recruitment and retention of high demand specialists

Securitas Canada Limited and Rentokil Initial Canada Ltd. *and* **United Steelworkers of America**

- 4,500 security officers, province-wide, Ontario, reached two 36-month agreements which expire on May 31 and June 30, 2007, respectively
- wage adjustments of 2.0 per cent in each year of the agreement
- introduction of a group retirement savings plan with employer contributions
- improvements to health and safety and postion transfer provisions

CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at http://hrsdc.gc.ca/en/lp/wid/pub/02negotech.shtml. These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
NEWFOUNDLAND AND LABRADOR		
√ Government of Newfoundland and Labrador/Health Boards Association, province-wide **0537209**	Newfoundland and Labrador Nurses' Union (5,000 nurses)	June 1/2004 ********** July 1/2004 – June 30/2005
NOVA SCOTIA		
Capital District Health Authority, Halifax and area **1269102**	Nova Scotia Government and General Employees Union (3,100 health and social care professional employees)	Aug. 18/2004 ********** Nov. 1/2003 – Oct. 31/2006
CKF Inc., Hantsport **0135908**	Communications, Energy and Paperworkers Union of Canada (190 plant and maintenance employees)	Aug. 12/2004 ********** Jan. 1/2004 – Dec. 31/2005

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
NEW BRUNSWICK		
Government of New Brunswick, province-wide **0545009**	New Brunswick Nurses' Union (4,390 nurses)	Sept. 23/2004 ********** Jan. 1/2004 – Dec. 31/2007
QUEBEC		
√ SNC Technologies Inc., Le Gardeur **0797806**	United Steelworkers of America (500 production employees)	Sept. 16/2004 ********** June 1/2004 – May 31/2008
ONTARIO		
Architectural Glass and Metal Contractors Association, province-wide **0274508**	Intl. Union of Painters and Allied Trades (1,200 glaziers)	June 1/2004 ********** June 1/2004 – April 30/2007
Cameco Corporation, Port Hope **0157108**	United Steelworkers of America (200 plant and maintenance employees)	Sept. 14/2004 ********** July 1/2004 – June 30/2007
√ CAMI Automotive Inc., Ingersoll **0850106**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (1,770 plant and maintenance employees)	Sept. 19/2004 ********** Sept. 20/2004 – Sept. 16/2007
Canadian Press and Broadcast News Limited, Toronto **0768408**	The Natl. Guild of Canadian Media, Manufacturing, Professional and Service Workers/ Communications Workers of America (300 news reporting service employees)	June 8/2004 ********** June 8/2004 – Dec. 31/2005 Reopener: Feb. 14/2005
√ Carpenters' Employer Bargaining Agency, province-wide **0275410**	United Brotherhood of Carpenters and Joiners of America (12,000 carpenters, carpet layers, etc. and drywall employees)	May 24/2004 ********** May 1/2004 – April 30/2007
√ Casco Inc., Cardinal **0058411**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (160 plant and maintenance employees)	May 21/2004 ********** April 15/2004 – April 14/2006
CFTO-TV, Division of CTV Television Inc., Toronto **0392509**	Communications, Energy and Paperworkers Union of Canada (400 broadcast and TV employees)	July 6/2004 ********** Jan. 1/2004 – Dec. 31/2007

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
	ONTARIO (continued)		
	Communications Security Establishment, Ottawa **1292001**	Public Service Alliance of Canada (1,000 administrative services, technical, support and office employees and draftpersons)	June 16/2004 ********** Feb. 10/2002 – Feb. 9/2006
√	Conseil des écoles catholiques de langue française du Centre-Est, Ottawa and area **1127504**	Association des enseignantes et des enseignants franco-ontariens (750 elementary teachers)	Sept. 28/2004 ********** Sept. 1/2004 – Aug. 31/2006
	First Bus Canada Limited, Ottawa **0881707**	Amalgamated Transit Union (230 bus drivers)	June 1/2004 ********** Jan. 1/2003 – Dec. 31/2005
	Global Communications Limited, Global Television News, Toronto and Ottawa **0895806**	Communications, Energy and Paperworkers Union of Canada (120 broadcast and TV employees)	June 18/2004 ********** Oct. 1/2003 – Sept. 30/2006
	Globeground North America, Toronto **0288909**	Intl. Association of Machinists and Aerospace Workers (650 aircraft maintenance employees and passenger agents)	June 4/2004 ********** Jan. 1/2004 – June 30/2006
√	Labourers Employer Bargaining Agency, province-wide **0253710**	Laborers' Intl. Union of North America (10,000 labourers)	June 30/2004 ********** June 11/2004 – April 30/2007
	Laidlaw Transit Ltd., Ottawa **0372509**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (190 bus drivers)	Feb. 11/2004 ********** July 1/2003 – June 30/2005
	Master Insulators Association of Ontario Inc., province-wide **0274609**	Intl. Association of Heat and Frost Insulators and Asbestos Workers (1,200 insulation workers)	June 27/2004 ********** June 27/2004 – April 30/2007 Reopener: April 30/2005
	Ontario Painting Contractors Association, province-wide **0276908**	Intl. Union of Painters and Allied Trades (3,000 painters)	July 8/2004 ********** July 8/2004 – April 30/2007
	Ottawa Hospital, Ottawa **1236402**	Cdn. Union of Public Employees (3,000 non-medical employees)	Sept. 13/2004 ********** Sept. 29/2001 – Sept. 28/2004

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ONTARIO (continued)		
Residential Framing Contractors Association of Metro Toronto and Vicinity, Toronto and area **0756309**	Laborers' Intl. Union of North America (4,000 carpenters and labourers)	June 21/2004 ************ May 1/2004 – April 30/2007
√ University of Windsor, Windsor **0528409**	Cdn. Union of Public Employees (290 support employees)	Sept. 23/2004 ************ Aug. 1/2004 – July 31/2007
Visa Centre, Canadian Imperial Bank of Commerce, Toronto **0457015**	United Steelworkers of America (740 technical and office employees)	June 18/2004 ************ March 1/2004 – June 30/2006
MANITOBA		
√ Louis Riel School Division, Winnipeg **1310602**	Manitoba Teachers' Society (1,000 elementary and secondary teachers)	Sept. 14/2004 ************ July 1/2004 – June 30/2006
√ Phillips & Temro Industries Ltd., Winnipeg **0202310**	United Steelworkers of America (190 plant and maintenance employees)	July 20/2004 ************ Dec. 1/2004 – Nov. 30/2007
√ Rolling River School Division No. 39, Minnedosa **0495610**	Manitoba Teachers' Society (170 elementary and secondary teachers)	Sept. 23/2004 ************ July 1/2003 – June 30/2005
ALBERTA		
√ Board of Trustees of the Calgary Board of Education, Calgary **0502810**	Alberta Teachers' Association (5,680 elementary and secondary teachers)	Sept. 22/2004 ************ Sept. 1/2003 – Aug. 31/2007
√ Board of Trustees of the Edmonton School District No. 7, Edmonton **0503212**	Alberta Teachers' Association (4,560 elementary and secondary teachers)	Sept. 7/2004 ************ Sept. 1/2003 – Aug. 31/2006
Construction Labour Relations - Alberta Association, province-wide **0828207**	United Association of Journeymen and Appentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (5,000 plumbers and pipefitters)	Aug. 2/2004 ************ Aug. 9/2004 – April 30/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
ALBERTA (continued)		
Construction Labour Relations - Alberta Association, province-wide **0258009**	United Brotherhood of Carpenters and Joiners of America (150 lathers and mechanics)	Aug. 2/2004 ********** Aug. 9/2004 – April 30/2007
√ Epcor Utilities Ltd., Edmonton **1100804**	Civic Service Union 52 (910 office employees)	Sept. 9/2004 ********** Sept. 19/2004 – Dec. 23/2006
Field Aviation West, Division of Field Aviation Company Inc., Calgary **0192610**	Intl. Association of Machinists and Aerospace Workers (180 aircraft maintenance employees)	Sept. 2/2004 ********** April 25/2004 – April 21/2007
√ Peace Wapiti Regional Division No. 33, Grande Prairie **1017207**	Alberta Teachers' Association (350 elementary and secondary teachers)	Sept. 23/2004 ********** Sept. 1/2004 – Aug. 31/2005
Spar Aerospace Limited, Edmonton **0192311**	Intl. Association of Machinists and Aerospace Workers (350 aircraft maintenance employees)	Aug. 1/2004 ********** April 1/2004 – March 31/2007
√ Waiward Steel Fabricators Ltd., Edmonton **1133803**	Intl. Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (150 production employees)	Sept. 1/2004 ********** June 1/2004 – May 31/2008
BRITISH COLUMBIA		
√ Canada Bread Company Ltd., Langley **1161403**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (180 bakery employees)	Sept. 2/2004 ********** April 1/2004 – March 31/2007
√ Council of Marine Carriers, coastal region **0311208**	Intl. Longshore and Warehouse Union-Canada (250 unlicensed personnel)	Sept. 23/2004 ********** Oct. 1/2003 – Sept. 30/2006
√ DHL Express (Canada) Ltd., province-wide **0354208**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (810 truck drivers, office and warehouse employees)	Sept. 17/2004 ********** Jan. 1/2004 – Dec. 31/2005
√ District of Saanich, Saanich **0735310**	Cdn. Union of Public Employees (1,100 inside and outside employees)	July 15/2004 ********** Jan. 1/2005 – Dec. 31/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
BRITISH COLUMBIA (continued)		
√ Health Employers Association of British Columbia, province-wide **1118104**	British Columbia Nurses Union, Health Sciences Association of British Columbia and Union of Psychiatric Nurses (26,070 nurses)	Sept. 30/2004 ********** April 1/2004 – March 31/2006
√ Health Employers Association of British Columbia, province-wide **1033204**	Health Sciences Association of British Columbia and British Columbia Government and Service Employees' Union (13,000 para-medical professional employees)	Sept. 28/2004 ********** April 1/2004 – March 31/2006
MULTIPROVINCE		
Air Canada Regional Inc., system-wide **1272003**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (870 aircraft maintenance employees)	July 15/2004 ********** Aug. 1/2004 – June 30/2009 Reopener: July 31/2006
Aliant Telecom Inc., Atlantic Coast **1275101**	Communications, Energy and Paperworkers Union of Canada and Atlantic Communications and Technical Workers' Union (4,500 office and technical employees)	Sept. 16/2004 ********** Sept. 16/2004 – Dec. 31/2007
√ Bell Canada, province-wide, Ontario and Quebec **0402607**	Communications, Energy and Paperworkers Union of Canada (7,190 craft and service employees)	Aug. 16/2004 ********** Aug. 19/2004 – Nov. 30/2007
Canadian Automatic Sprinkler Association, Canada-wide **0278508**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (1,600 plumbers and pipefitters)	Aug. 15/2004 ********** June 9/2004 – April 30/2007
√ Government of Canada, Canada-wide **0315208**	Cdn. Merchant Service Guild (950 ship officers)	Aug. 19/2004 ********** April 1/2003 – March 31/2006
Institute of Communications and Advertising and Association Canadian Advertisers, system-wide **1228003**	ACTRA National (7,000 performers)	July 30/2004 ********** Aug. 1/2004 – June 30/2007
Jazz Air Inc. (Air Canada Jazz), system-wide **1272203**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (900 customer service employees)	July 15/2004 ********** Aug. 1/2004 – June 30/2009 Reopener: July 31/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
MULTIPROVINCE (continued)		
Pipe Line Contractors Association of Canada, Canada-wide **0271910**	Laborers' Intl. Union of North America (2,000 labourers and rodmen)	Sept. 27/2004 ********** May 1/2003 – April 30/2007
Pipe Line Contractors Association of Canada, Canada-wide **0271211**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (150 welders)	July 10/2004 ********** May 1/2004 – April 30/2007
√ Quebec North Shore and Labrador Railway, various centres, Quebec and Labrador **0997504**	United Steelworkers of America (280 operating employees)	Sept. 27/2004 ********** March 1/2004 – Feb. 28/2007

Calendars of Collective Agreements Expiries and Reopeners

Coming soon, the ***2005*** *Calendar listings covering 100 or more employees.*

The 2004 calendars are still available on the Workplace Information Directorate Web site at

http://www.hrsdc.gc.ca/en/lp/wid/info.shtml.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
•Government of Canada	various unions	114,320	B/CO/TENT	May 02–Dec. 04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	TENT/B/	Dec. 02–Sept. 03
•Canada Revenue Agency	PSAC and PIPSC	41,480	TENT/CO	Oct. 03/Dec. 03
•Government of Nova Scotia	CUPE (public works)	1,600	PCB	Oct. 02
•Capital District Health (N.S.)	NSGEU	4,800	B	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,300	B	Mar. 04
•Government of New Brunswick	teachers	7,600	CO	Feb. 04
•Government of Quebec	various unions	323,470	B/PMB	June 02/03
•SAQ (Quebec Liquor Stores)	Syndicat des employés de la SAQ	3,500	B/CO	Dec. 02
•Aluminerie de Bécancour	Syndicat des employés de l'Aluminerie de Bécancour	800	WS	June 04
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Ontario Hospital Association	nurses	40,000	B	Mar. 04
•Ontario Construction	various unions	7,000	B/CO	April 04
•Government of Ontario	AMAPCEO	6,000	B	Mar. 04
•Regional Health Authorities of Manitoba	CUPE	22,000	B	June/Sept. 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	TENT	Aug. 03
•Government of Saskatchewan	teachers	12,400	B	Aug. 04
•Saskatchewan Association of Health Organizations	various unions	24,530	B	Mar. 04
•Sask Power	CEP and IBEW	1,980	B/PMB	Dec. 03
•Government of Alberta	AUPE	19,500	B	Aug. 04
•Health Authorities of Alberta	AUPE	20,000	B	Mar. 04
•Alberta Construction	various unions	4,500	MED	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•B.C. Construction	various unions	26,000	PMB	April 04
•CP/CN	various unions	15,380	B	Dec. 02/03
•Entourage (Ont. and Que.)	CEP	2,480	B	Sept. 04

[1] ARB arbitration
B bargaining
B/WS bargaining after work stoppage
CO conciliation
MED mediation
M/WS mediation after work stoppage
PAB post-arbitration bargaining
PCB post-conciliation bargaining
PMB post-mediation bargaining
TENT tentative settlement
WS work stoppage

The content of this publication has been prepared by members of The Canadian Association of Professional Employees and The Public Service Alliance of Canada.

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM SEPTEMBER 24 TO OCTOBER 28, 2004

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Aluminerie de Bécancour inc., Bécancour, Quebec Syndicat des employés de l'Aluminerie de Bécancour (FSSA)	Wages, vacation, contracting-out and pension plan	800	July 7/2004	
Iron Ore Company of Canada, Labrador City, Newfoundland and Labrador United Steelworkers of America	Contracting-out and seniority	1,100	July 19/2004	Sept. 28/2004
Parks Canada Agency, Canada-wide Public Service Alliance of Canada	Wages	4,800	Aug. 13/2004 *(Rotating Strike)*	Oct. 11/2004
Construction Labour Relations Association of Manitoba, province-wide, Manitoba United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada	Wages	500	Sept. 3/2004	Sept. 13/2004
Canada Revenue Agency, Canada-wide Public Service Alliance of Canada	Wages and job security	25,000	Sept. 8/2004 *(Rotating Strike)*	Oct. 13/2004
Government of Canada, Operational Services employees, Canada-wide Public Service Alliance of Canada	Wages	11,000	Sept. 20/2004 *(Rotating Strike)*	Oct. 12/2004
Government of New Brunswick, province-wide, New Brunswick Canadian Union of Public Employees	Wages	6,500	Sept. 27/2004 *(Rotating Strike)*	Oct. 20/2004
Government of Canada, Program and Administrative employees Canada-wide Public Service Alliance of Canada	Wages	80,000	Oct. 12/2004	Oct. 18/2004
Government of Canada, Technical Services employees Canada-wide Public Service Alliance of Canada	Wages	10,000	Oct. 12/2004	Oct. 18/2004
Réseau de transport de la Capitale, Québec, Quebec Fédération des employées et employés de services publics inc.	Wages	510	Oct. 23/2004	

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Workplace Information

Information sur les milieux de travail

INFORMATION PRODUCTS AND CLIENT SERVICES

Client Services

The Workplace Information Directorate is your source for up-to-date, customized information on industrial relations and collective bargaining in Canada.

By meeting your specific research needs, we can assist you in preparing for the resolution of issues at the bargaining table. We can also help you keep abreast of developments in the industrial relations field through our information service and publications. Our resources are used by negotiators, researchers, economists, consultants, journalists, teachers and many others.

Wage Settlements Bulletin

A monthly publication providing the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments. The aggregate data and details are published in the following groupings: public and private sectors, regions and jurisdictions, and major industry groups. **Subscription**: Canada, 1 year: $220 or 2 years: $400 plus 7% GST; other countries, 1 year: US$220 or 2 years: US$400 (available by e-mail and mail).

Workplace Gazette

A quarterly publication providing data on wage adjustments from major collective bargaining settlements in Canada by public and private sectors, by region, by jurisdiction and by major industry; detailed analysis of selected provisions in major agreements; a chronological perspective on work stoppages; and, information on innovative workplace practices resulting from collective bargaining. It also features articles and case studies on pertinent industrial relations matters. **Subscription**: Canada, 1 year: $140 or 2 years: $250 plus 7% GST; other countries, 1 year: US$140 or 2 years: US$250 (available by mail only).

Collective Bargaining Bulletin

A monthly publication containing timely information based on recently signed major collective agreements in Canada. The publication focuses on summaries of changes to wages and benefits in selected settlements, the status of key negotiations as well as data on work stoppages. Also included is a list containing major settlement reports currently available on the Negotech database. **Subscription**: Canada, 1 year: $65 or 2 years: $110 plus 7% GST; other countries, 1 year: US$65 or 2 years: US$110 (available by e-mail and mail).

Negotech

A searchable labour relations database providing timely information on the key aspects (settlement reports and full collective agreement contract language) of collective bargaining in Canada. Access via the Internet. Available ***free*** as an added value to subscribers of our publications.

Visit our Web Site for information on work stoppages, labour organizations in Canada, a calendar of collective agreement expiries and reopeners, articles and case studies published in the Workplace Gazette, information on innovative workplace practices and a selection of recent changes in Canadian labour laws.

For further information, contact the Workplace Information Directorate:

1-800-567-6866 or (819) 997-3117

1-819-953-9582

Workplace Information Directorate
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Ottawa, Ontario
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Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Workplace Information
Information sur les milieux de travail

Collective Bargaining Bulletin

Volume 7, Issue 11, November 2004

FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work stoppages*** stating issues when available.

IN THIS ISSUE

	Page
Summaries	1–2
Current Settlements	2-7
Current Key Negotiations	8
Major Work Stoppages	9
Information Products and Client Services	10

NEED MORE INFORMATION?

Contact Client Services at
1-800-567-6866 or (819) 997-3117

or visit our Web site at
http://www.hrsdc.gc.ca/en/lp/wid/info.shtml

Le Bulletin existe également en français.

SUMMARIES

Government of Saskatchewan *and* Saskatchewan Government and General Employees Union

- 10,000 technical, service, professional and office employees, province-wide, reached a 36-month agreement which expires on September 30, 2006
- wage freeze on October 1, 2003 and wage adjustments of 1.0 per cent on October 3, 2004 and on October 2, 2005
- on October 1, 2006, wage adjustment based on the cost-of-living increase
- improvements to shift and weekend premiums, various allowances and pension plan

continued

Canada

Canada Safeway Limited *and* **United Food and Commercial Workers International Union**

- 3,000 full- and part-time retail employees, province-wide, Manitoba, reached a 52-month agreement which expires on March 14, 2009
- wage adjustments ranging from 0 to 30¢ per hour on November 14, 2004, from 0 to 25¢ per hour on April 3, 2005 and on April 13, 2006, and from 0 to 40¢ per hour on November 11, 2007
- lump-sum payments ranging from $200 to $750
- improvements in premium pay and employer's contribution to the pension plan
- vision care introduced for full-time employees while the vision care and prescription drug provisions for part-time employees are replaced with an employee health spending account of $500

CURRENT SETTLEMENTS

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√ Capital District Health Authority, Halifax and area **1269102**	Nova Scotia Government and General Employees Union (3,100 health and social care professional employees)	Aug. 18/2004 ********** Nov. 1/2003 – Oct. 31/2006
CKF Inc., Hantsport **0135908**	Communications, Energy and Paperworkers Union of Canada (190 plant and maintenance employees)	Aug. 12/2004 ********** Jan. 1/2004 – Dec. 31/2005
NEW BRUNSWICK		
Government of New Brunswick, province-wide **0545009**	New Brunswick Nurses' Union (4,390 nurses)	Sept. 23/2004 ********** Jan. 1/2004 – Dec. 31/2007
Government of New Brunswick, province-wide **0544908**	Cdn. Union of Public Employees (5,760 non-medical employees)	Oct. 20/2004 ********** July 1/2003 – June 30/2007
QUEBEC		
Cascades, Groupe Papiers fins, Saint-Jérôme **0110007**	Communications, Energy and Paperworkers Union of Canada (320 production employees)	Oct. 4/2004 ********** May 1/2003 – April 30/2009
√ City of Montréal, Montréal **1335501**	Cdn. Union of Public Employees (6,860 outside employees)	Oct. 2/2004 ********** Oct. 2/2004 – Aug. 31/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
QUEBEC (continued)		
√ Les autobus Tansco (1988) inc., Montréal, Dorval and Lasalle **1329401**	Fédération des employées et employées de services publics inc. (270 bus drivers)	August 15/2004 ********** Aug. 15/2004 – Aug. 14/2007
ONTARIO		
Architectural Glass and Metal Contractors Association, province-wide **0274508**	Intl. Union of Painters and Allied Trades (1,200 glaziers)	June 1/2004 ********** June 1/2004 – April 30/2007
Cameco Corporation, Port Hope **0157108**	United Steelworkers of America (200 plant and maintenance employees)	Sept. 14/2004 ********** July 1/2004 – June 30/2007
Canadian Press and Broadcast News Limited, Toronto **0768408**	The Natl. Guild of Canadian Media, Manufacturing, Professional and Service Workers/ Communications Workers of America (300 news reporting service employees)	June 8/2004 ********** June 8/2004 – Dec. 31/2005 Reopener: Feb. 14/2005
CFTO-TV, Division of CTV Television Inc., Toronto **0392509**	Communications, Energy and Paperworkers Union of Canada (400 broadcast and TV employees)	July 6/2004 ********** Jan. 1/2004 – Dec. 31/2007
√ Communications Security Establishment, Ottawa **1292001**	Public Service Alliance of Canada (1,000 administrative services, technical, support and office employees, and draftpersons)	June 16/2004 ********** Feb. 10/2002 – Feb. 9/2006
√ Conseil scolaire de district catholique Centre-Sud, Toronto **1127303**	Association des enseignantes et des enseignants franco-ontariens (730 elementary and secondary teachers)	Oct. 13/2004 ********** Sept. 1/2004 – Aug. 31/2006
√ Conseil scolaire de district du Grand Nord de l'Ontario, Sudbury **1192603**	Association des enseignantes et des enseignants franco-ontariens (270 elementary and secondary teachers)	Oct. 28/2004 ********** Sept. 1/2004 – Aug. 31/2006
First Bus Canada Limited, Ottawa **0881707**	Amalgamated Transit Union (230 bus drivers)	June 1/2004 ********** Jan. 1/2003 – Dec. 31/2005
Global Communications Limited, Global Television News, Toronto and Ottawa **0895806**	Communications, Energy and Paperworkers Union of Canada (120 broadcast and TV employees)	June 18/2004 ********** Oct. 1/2003 – Sept. 30/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
ONTARIO (continued)		
Globeground North America, Toronto **0288909**	Intl. Association of Machinists and Aerospace Workers (650 aircraft maintenance employees and passenger agents)	June 4/2004 ********** Jan. 1/2004 – June 30/2006
√ Imperial Tobacco, Division of Imasco Limited, Guelph **0070208**	Bakery, Confectionery, Tobacco and Grain Intl. Union (540 plant and maintenance, and office employees)	Oct. 2/2004 ********** April 15/2004 – April 8/2007
Masonry Industry Employers Council of Ontario, province-wide **0276208**	Intl. Union of Bricklayers and Allied Craftworkers (2,000 bricklayers)	Oct. 29/2004 ********** Oct. 8/2004 – April 30/2007
Master Insulators Association of Ontario Inc., province-wide **0274609**	Intl. Association of Heat and Frost Insulators and Asbestos Workers (1,200 insulation workers)	June 27/2004 ********** June 27/2004 – April 30/2007 Reopener: April 30/2005
Ontario Painting Contractors Association, province-wide **0276908**	Intl. Union of Painters and Allied Trades (3,000 painters)	July 8/2004 ********** July 8/2004 – April 30/2007
Ottawa Hospital, Ottawa **1236402**	Cdn. Union of Public Employees (3,000 non-medical employees)	Sept. 13/2004 ********** Sept. 29/2001 – Sept. 28/2004
Ottawa Hospital, Ottawa **1236502**	Ontario Public Service Employees Union (2,000 health and social care professional, and para-medical technical employees)	Oct. 14/2004 ********** April 1/2002 – March 31/2005
Ottawa Police Services Board, Ottawa **1027304**	Ottawa Police Association (1,090 police officers)	Oct. 5/2004 ********** Jan. 1/2003 – Dec. 31/2004
√ Rentokil Initial Canada Limited, c.o.b. as Initial Security, province-wide **1060104**	United Steelworkers of America (1,400 security guards)	Oct. 1/2004 ********** July 1/2004 – June 30/2007
Residential Framing Contractors Association of Metro Toronto and Vicinity, Toronto and area **0756309**	Laborers' Intl. Union of North America (4,000 carpenters and labourers)	June 21/2004 ********** May 1/2004 – April 30/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ONTARIO (continued)		
√ Securitas Canada Limited, Eastern Ontario **1303502**	United Steelworkers of America (950 security guards)	Oct. 1/2004 ************* June 1/2004 – May 31/2007
√ Securitas Canada Limited, Toronto **1303402**	United Steelworkers of America (1,070 security guards)	Oct. 1/2004 ************* June 1/2004 – May 31/2007
Utility Contractors' Association of Ontario Incorporated, province-wide **0269809**	Laborers' Intl. Union of North America (1,000 labourers)	Oct. 19/2004 ************* May 1/2004 – April 30/2007
Visa Centre, Canadian Imperial Bank of Commerce, Toronto **0457015**	United Steelworkers of America (740 technical and office employees)	June 18/2004 ************* March 1/2004 – June 30/2006
SASKATCHEWAN		
√ Saskatoon (West) School Division No. 42, Saskatoon **0499610**	Saskatchewan Teachers' Federation (170 elementary and secondary teachers)	Oct. 5/2004 ************* July 1/2002 – June 30/2006
ALBERTA		
√ Celanese Canada Inc., Clover Bay **0241410**	Communications, Energy and Paperworkers Union of Canada (250 plant and maintenance employees)	Oct. 15/2004 ************* March 1/2004 – Feb. 28/2007
Construction Labour Relations - Alberta Association, province-wide **0828207**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (5,000 plumbers and pipefitters)	Aug. 2/2004 ************* Aug. 9/2004 – April 30/2007
Construction Labour Relations - Alberta Association, province-wide **0258009**	United Brotherhood of Carpenters and Joiners of America (150 lathers and mechanics)	Aug. 2/2004 ************* Aug. 9/2004 – April 30/2007
Field Aviation West, Division of Field Aviation Company Inc., Calgary **0192610**	Intl. Association of Machinists and Aerospace Workers (180 aircraft maintenance employees)	Sept. 2/2004 ************* April 25/2004 – April 21/2007
Spar Aerospace Limited, Edmonton **0192311**	Intl. Association of Machinists and Aerospace Workers (350 aircraft maintenance employees)	Aug. 1/2004 ************* April 1/2004 – March 31/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
BRITISH COLUMBIA		
√ BC Ferry Service Inc., coastal region **0310809**	B.C. Ferry and Marine Workers Union (4,500 licensed and unlicensed personnel)	Oct. 15/2004 ************ Nov. 1/2003 – Oct. 31/2010 Reopener: Oct. 31/2008
√ Board of School Trustees of School District No. 39, Vancouver **0512610**	Cdn. Union of Public Employees (1,100 office and technical employees)	Oct. 5/2004 ************ July 1/2003 – June 30/2006 Reopener: June 30/2005
√ City of Victoria, Victoria **1335401**	Cdn. Union of Public Employees (800 inside and outside employees)	April 1/2004 ************ Jan. 1/2005 – Dec. 31/2006
√ White Spot Limited, Vancouver and other centres **0652807**	Natl. Automobile, Aerospace Transportation and General Workers Union of Canada (CAW-Canada) (700 hotel and restaurant employees)	Oct. 1/2004 ************ Jan. 16/2004 – Jan. 15/2007
MULTIPROVINCE		
Air Canada Regional Inc., system-wide **1272003**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (870 aircraft maintenance employees)	July 15/2004 ************ Aug. 1/2004 – June 30/2009 Reopener: July 31/2006
Aliant Telecom Inc., Atlantic Coast **1275101**	Communications, Energy and Paperworkers Union of Canada and Atlantic Communications and Technical Workers' Union (4,500 office and technical employees)	Sept. 16/2004 ************ Sept. 16/2004 – Dec. 31/2007
Canadian Automatic Sprinkler Association, Canada-wide **0278508**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (1,600 plumbers and pipefitters)	Aug. 15/2004 ************ June 9/2004 – April 30/2007
√ Government of Canada, Canada-wide **1238303**	Canadian Association of Professional Employees (8,770 social science employees and economists)	Oct. 14/2004 ************ Oct. 14/2004 – June 21/2006
√ Government of Canada, Canada-wide **1186404**	Professional Institute of the Public Service of Canada (2,730 scientific and other professional employees)	Oct. 1/2004 ************ Oct. 1/2004 – Sept. 30/2006
√ Institute of Communications and Advertising and Association Canadian Advertisers, system-wide **1228003**	ACTRA National (7,000 performers)	July 30/2004 ************ Aug. 1/2004 – June 30/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************* Term of Contract
MULTIPROVINCE (continued)		
Jazz Air Inc. (Air Canada Jazz), system-wide **1272203**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (900 customer service employees)	July 15/2004 ************* Aug. 1/2004 – June 30/2009 Reopener: July 31/2006
Pipe Line Contractors Association of Canada, Canada-wide **0271910**	Laborers' Intl. Union of North America (2,000 labourers and rodmen)	Sept. 27/2004 ************* May 1/2003 – April 30/2007
Pipe Line Contractors Association of Canada, Canada-wide **0271211**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (150 welders)	July 10/2004 ************* May 1/2004 – April 30/2007

Calendars of Collective Agreements Expiries and Reopeners

*Coming soon, the **2005** Calendar listings covering 100 or more employees.*

The 2004 calendars are still available on the Workplace Information Directorate Web site at

http://www.hrsdc.gc.ca/en/lp/wid/info.shtml .

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
•Government of Canada	various unions	118,470	B/CO/TENT	May 02–Dec. 04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	TENT/B	Dec. 02–Sept. 03
•Canada Revenue Agency	PSAC and PIPSC	41,480	TENT/CO	Oct. 03/Dec. 03
•Government of Nova Scotia	CUPE (public works)	1,600	PCB	Oct. 02
•Capital District Health (N.S.)	NSGEU	4,800	B	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,300	B	Mar. 04
•Government of New Brunswick	teachers	7,600	CO	Feb. 04
•Government of Quebec	various unions	323,470	B/PMB	June 02/03
•Hydro-Quebec	CUPE	2,800	B	Dec. 04
•SAQ (Quebec Liquor Stores)	Syndicat des employés de la SAQ	4,000	WS	Dec. 02
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Ontario Hospital Association	nurses	40,000	B	Mar. 04
•Ontario Construction	various unions	7,000	B/CO	April 04
•Government of Ontario	AMAPCEO	6,000	B	Mar. 04
•New Dominion Stores (Ont.)	CAW	6,500	CO	July 04
•Regional Health Authorities of Manitoba	CUPE	22,000	B	June/Sept. 04
•Government of Saskatchewan	teachers	12,400	B	Aug. 04
•Saskatchewan Association of Health Organizations	various unions	24,530	B	Mar. 04
•Sask Power	CEP and IBEW	1,980	B/PMB	Dec. 03
•Government of Alberta	AUPE	19,500	B	Aug. 04
•Health Authorities of Alberta	AUPE	20,000	B	Mar. 04
•Alberta Construction	various unions	4,500	MED	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•B.C. Construction	various unions	26,000	PMB	April 04
•CP/CN	various unions	15,380	B	Dec. 02/03
•CBC	CMG	5,320	B	Mar. 04
•Entourage (Ont. and Que.)	CEP	2,480	B	Sept. 04

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative settlement; WS work stoppage

The content of this publication has been prepared by members of The Canadian Association of Professional Employees and The Public Service Alliance of Canada.

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM OCTOBER 29 TO NOVEMBER 25, 2004

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Aluminerie de Bécancour inc., Bécancour, Quebec Syndicat des employés de l'Aluminerie de Bécancour (FSSA)	Wages, vacation, contracting-out and pension plan	800	July 7/2004	Nov. 25/2004
Réseau de transport de la Capitale, Québec, Quebec Fédération des employées et employés de services publics inc.	Wages	510	Oct. 23/2004	Nov. 3/2004
Trenton Works Ltd., Trenton, Nova Scotia United Steelworkers of America	Wage study	500	Nov. 1/2004 *(Illegal Strike/ Interim order)*	Nov. 2/2004
Deer Lodge Centre, Inc., Winnipeg, Manitoba Public Service Alliance of Canada	Wages and benefits	500	Nov. 3/2004	Nov. 24/2004
Société des alcools du Québec, province-wide Syndicat des employé(e)s de magasins de la S.A.Q.	Working conditions	4,000	Nov. 5/2004	Nov. 9/2004
Société des alcools du Québec, province-wide Syndicat des employé(e)s de magasins de la S.A.Q.	Working conditions	4,000	Nov. 19/2004	
United Parcel Service Canada Ltd., Canada-wide International Brotherhood of Teamsters	Wages	3,800	Nov 22/2004	Nov. 24/2004

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Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Workplace Information
Information sur les milieux de travail

Collective Bargaining Bulletin

Volume 7, Issue 12, December 2004

FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work stoppages*** stating issues when available.

IN THIS ISSUE

	Page
Summaries	1–2
Current Settlements	2-7
Current Key Negotiations	8
Major Work Stoppages	9
Information Products and Client Services	10

NEED MORE INFORMATION?

Contact Client Services at
1-800-567-6866 or (819) 997-3117

or visit our Web site at
http://www.hrsdc.gc.ca/en/lp/wid/info.shtml

Le Bulletin existe également en français.

SUMMARIES

Kenworth Company of Canada, division of Paccar Canada Ltd. *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- following a work stoppage of approximately one week, 800 plant and maintenance employees, Ste-Thérèse, Quebec, reached a 60-month agreement which expires November 30, 2009
- wage adjustments of 3.0 per cent on January 1, 2005; 2.4 per cent on January 1, 2006; 2.3 per cent on January 1, 2007 and 2008; and 2.2 per cent on January 1, 2009
- improvements to retirement benefits and insurance plans

continued

Canada

Pratt and Whitney Canada Inc. *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- approximately three months prior to the expiry date of their agreement in February 2005, 2,630 plant and maintenance employees, Longueuil, Quebec, reached a 36-month agreement which expires on February 28, 2008
- signing bonus of $1,200 plus the employer will contribute another 50¢ for each $1.00 of the bonus that the employee puts into a savings account
- wage adjustments and cost-of-living allowance payments totalling 11 per cent over the term of the agreement
- improvements to basic pension benefits and pre-retirement for employees 58 years of age and older and to health care and insurance benefits

Canada Revenue Agency *and* **Public Service Alliance of Canada**

- following a rotating 5-week work stoppage, 31,990 program delivery and administrative services employees, Canada-wide, reached a 48-month agreement which expires on October 31, 2007
- wage adjustments of 2.5 per cent on November 1, 2003; 2.25 per cent on November 1, 2004; 2.4 per cent on November 1, 2005; and 2.5 per cent on November 1, 2006
- for term employees, improvements to maternity and parental leaves and to provide for carry-over of sick leave credits
- further discussions on term employee issues including the conversion of term employees to indeterminate status

CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at http://hrsdc.gc.ca/en/lp/wid/pub/02negotech.shtml . These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
NEWFOUNDLAND AND LABRADOR		
Abitibi-Consolidated Company of Canada, Grand Falls **0005107**	Communications, Energy and Paperworkers Union of Canada (210 woods employees)	Nov. 4/2004 ********** Jan. 1/2004 – Dec. 31/2008
NOVA SCOTIA		
CKF Inc., Hantsport **0135908**	Communications, Energy and Paperworkers Union of Canada (190 plant and maintenance employees)	Aug. 12/2004 ********** Jan. 1/2004 – Dec. 31/2005
NEW BRUNSWICK		
√ Government of New Brunswick, province-wide **0545009**	New Brunswick Nurses Union (4,390 nurses)	Sept. 23/2004 ********** Jan. 1/2004 – Dec. 31/2007

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
NEW BRUNSWICK (continued)		
Government of New Brunswick, province-wide **0544908**	Cdn. Union of Public Employees (5,760 non-medical employees)	Oct. 20/2004 ************ July 1/2003 – June 30/2007
QUEBEC		
√ Cascades, Groupe Papiers fins, Saint-Jérôme **0110007**	Communications, Energy and Paperworkers Union of Canada (320 production employees)	Oct. 4/2004 ************ May 1/2003 – April 30/2009
F.F. Soucy inc., Rivière-du-Loup **0111206**	Communications, Energy and Paperworkers Union of Canada (250 plant and maintenance employees)	Nov. 25/2004 ************ May 1/2004 – April 30/2009
Securicor, province-wide **1059703**	Intl. Brotherhood of Teamsters (220 couriers)	Nov. 13/2004 ************ Oct. 28/2004 – Dec. 31/2006
√ Société en commandite Garda, province-wide **1296802**	Cdn. Union of Public Employees (900 armoured car services employees)	Nov. 19/2004 ************ Dec. 6/2004 – Sept. 30/2008
√ Télébec S.E.C. various centres **1053104**	Intl. Brotherhood of Teamsters (170 technical, service and maintenance employees)	Nov.29/2004 ************ Dec. 8/2004 – July 22/2006
ONTARIO		
Architectural Glass and Metal Contractors Association, province-wide **0274508**	Intl. Union of Painters and Allied Trades (1,200 glaziers)	June 1/2004 ************ June 1/2004 – April 30/2007
√ Cameco Corporation, Port Hope **0157108**	United Steelworkers of America (200 plant and maintenance employees)	Sept. 14/2004 ************ July 1/2004 – June 30/2007
Canadian Press and Broadcast News Limited, Toronto **0768408**	The Natl. Guild of Canadian Media, Manufacturing, Professional and Service Workers/ Communications Workers of America (300 news reporting service employees)	June 8/2004 ************ June 8/2004 – Dec. 31/2005 Reopener: Feb. 14/2005
√ Canadian Standards Association, operating as CSA International, Toronto **0637411**	Cdn. Union of Public Employees (340 administrative services employees)	Nov. 18/2004 ************ June 19/2004 – June 18/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ONTARIO (continued)		
Construction Association of Thunder Bay, Thunder Bay, Kenora and Rainy River **0253808**	United Brotherhood of Carpenters and Joiners of America (550 carpenters)	Nov. 30/2004 ************** May 24/2004 – April 30/2007
√ Conseil scolaire de district catholique Franco-Nord, North Bay **1238003**	Association des enseignantes et des enseignants franco-ontariens (280 elementary and secondary teachers)	Nov. 8/2004 ************** Sept. 1/2004 – Aug. 31/2006
CFTO-TV, Division of CTV Television Inc., Toronto **0392509**	Communications, Energy and Paperworkers Union of Canada (400 broadcast and TV employees)	July 6/2004 ************** Jan. 1/2004 – Dec. 31/2007
√ First Bus Canada Limited, Ottawa **1336501**	Amalgamated Transit Union (230 bus drivers)	June 1/2004 ************** Jan. 1/2003 – Dec. 31/2005
Global Communications Limited, Global Television News, Toronto and Ottawa **0895806**	Communications, Energy and Paperworkers Union of Canada (120 broadcast and TV employees)	June 18/2004 ************** Oct. 1/2003 – Sept. 30/2006
Globeground North America, Toronto **0288909**	Intl. Association of Machinists and Aerospace Workers (650 aircraft maintenance employees and passenger agents)	June 4/2004 ************** Jan. 1/2004 – June 30/2006
Masonry Industry Employers Council of Ontario, province-wide **0276208**	Intl. Union of Bricklayers and Allied Craftworkers (2,000 bricklayers)	Oct. 29/2004 ************** Oct. 8/2004 – April 30/2007
Master Insulators Association of Ontario Inc., province-wide **0274609**	Intl. Association of Heat and Frost Insulators and Asbestos Workers (1,200 insulation workers)	June 27/2004 ************** June 27/2004 – April 30/2007 Reopener: April 30/2005
Ontario Painting Contractors Association, province-wide **0276908**	Intl. Union of Painters and Allied Trades (3,000 painters)	July 8/2004 ************** July 8/2004 – April 30/2007
Ottawa Hospital, Ottawa **1236402**	Cdn. Union of Public Employees (3,000 non-medical employees)	Sept. 13/2004 ************** Sept. 29/2001 – Sept. 28/2004

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
ONTARIO (continued)		
√ Ottawa Hospital, Ottawa **1236502**	Ontario Public Service Employees Union (2,000 health and social care professionals, and para-medical technical employees)	Oct. 14/2004 ********** April 1/2002 – March 31/2005
√ Ottawa Police Services Board, Ottawa **1027304**	Ottawa Police Association (1,090 police officers)	Oct. 5/2004 ********** Jan. 1/2003 – Dec. 31/2004
Residential Framing Contractors Association of Metro Toronto and Vicinity, Toronto and area **0756309**	Laborers Intl. Union of North America (4,000 carpenters and labourers)	June 21/2004 ********** May 1/2004 – April 30/2007
Utility Contractors' Association of Ontario Incorporated, province-wide **0269809**	Laborers Intl. Union of North America (1,000 labourers)	Oct. 19/2004 ********** May 1/2004 – April 30/2007
Visa Centre, Canadian Imperial Bank of Commerce, Toronto **0457015**	United Steelworkers of America (740 technical and office employees)	June 18/2004 ********** March 1/2004 – June 30/2006
MANITOBA		
√ Canada Safeway Limited, province-wide **0432609**	United Food and Commercial Workers Intl. Union (3,000 retail employees)	Nov. 14/2004 ********** Nov. 14/2004 – March 14/2009
√ Lord Selkirk School Division, Selkirk **0493509**	Manitoba Teachers Society (340 elementary and secondary teachers)	Nov. 16/2004 ********** July 1/2003 – June 30/2006
√ University of Manitoba, Winnipeg **0532108**	Association of Employees Supporting Education Services (1,600 support employees)	Nov. 10/2004 ********** Sept. 20/2004 – Sept. 19/2007
SASKATCHEWAN		
Government of Saskatchewan, province-wide **0673308**	Saskatchewan Government and General Employees Union (10,000 inside and outside employees)	Nov. 16/2004 ********** Oct. 1/2003 – Sept. 30/2006
Lilydale Co-operative Limited, Wynyard **0027109**	Intl. Longshore and Warehouse Union-Canada (440 plant and maintenance employees)	Nov. 9/2004 ********** Feb. 1/2004 – Jan. 31/2007

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
	ALBERTA		
	Construction Labour Relations - Alberta Association, province-wide **0828207**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (5,000 plumbers and pipefitters)	Aug. 2/2004 ********** Aug. 9/2004 – April 30/2007
	Construction Labour Relations - Alberta Association, province-wide **0258009**	United Brotherhood of Carpenters and Joiners of America (150 lathers and mechanics)	Aug. 2/2004 ********** Aug. 9/2004 – April 30/2007
√	Continuing Care Employers Association, province-wide **1223903**	United Nurses of Alberta (500 nurses)	Nov. 18/2004 ********** April 1/2003 – March 31/2006
√	Field Aviation West, Division of Field Aviation Company Inc., Calgary **0192610**	Intl. Association of Machinists and Aerospace Workers (180 aircraft maintenance employees)	Sept. 2/2004 ********** April 25/2004 – April 21/2007
√	Globeground North America Inc., Calgary **1002805**	Intl. Association of Machinists and Aerospace Workers (170 aircraft maintenance employees and passenger agents)	Nov. 8/2004 ********** Aug. 1/2003 – July 31/2007
	North American Construction Ltd., Fort McMurray **1060903**	Intl. Union of Operating Engineers (180 mine employees)	Nov. 19/2004 ********** Nov. 21/2004 – Oct. 31/2009
	Spar Aerospace Limited, Edmonton **0192311**	Intl. Association of Machinists and Aerospace Workers (350 aircraft maintenance employees)	Aug. 1/2004 ********** April 1/2004 – March 31/2007
	BRITISH COLUMBIA		
√	Okanagan Federated Shippers Labour Relations Association, Kelowna **0419708**	United Food and Commercial Workers Intl. Union (780 plant and maintenance employees)	Nov. 26/2004 ********** Sept. 1/2004 – Aug. 31/2007
	Vancouver Opera, Vancouver **1156704**	Intl. Alliance of Theatrical Stage Employees, Moving Picture Techinicians, Artists and Allied Crafts of the United States, its Territories and Canada (260 stagehands)	Nov. 10/2004 ********** July 1/2004 – June 30/2008

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
MULTIPROVINCE		
√ Air Canada Regional Inc., system-wide **1272003**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (870 aircraft maintenance employees)	July 15/2004 ********** Aug. 1/2004 – June 30/2009 Reopener: July 31/2006
√ Aliant Telecom Inc., province-wide, Newfoundland and Labrador, New Brunswick, Prince Edward Island and Nova Scotia **1275101**	Communications, Energy and Paperworkers Union of Canada and Atlantic Communications and Technical Workers' Union (4,500 office and technical employees)	Sept. 16/2004 ********** Sept. 16/2004 – Dec. 31/2007
√ Canadian Automatic Sprinkler Association, Canada-wide **0278508**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (1,600 plumbers and pipefitters)	Aug. 15/2004 ********** June 9/2004 – April 30/2007
√ Jazz Air Inc. (Air Canada Jazz), system-wide **1272203**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (900 customer service employees)	July 15/2004 ********** Aug. 1/2004 – June 30/2009 Reopener: July 31/2006
Pipe Line Contractors Association of Canada, Canada-wide **0271409**	Intl. Union of Operating Engineers (350 operating engineers)	Nov. 10/2004 ********** May 1/2004 – April 30/2007
Pipe Line Contractors Association of Canada, Canada-wide **0271910**	Laborers Intl. Union of North America (2,000 labourers and rodmen)	Sept. 27/2004 ********** May 1/2003 – April 30/2007
Pipe Line Contractors Association of Canada, Canada-wide **0271211**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (150 welders)	July 10/2004 ********** May 1/2004 – April 30/2007

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
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•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	TENT/B	Dec. 02–Sept. 03
•Canada Revenue Agency	PIPSC	9,490	CO	Dec. 03
•Government of Nova Scotia	CUPE (public works)	1,600	PCB	Oct. 02
•Capital District Health (N.S.)	NSGEU	4,800	B	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,300	B	Mar. 04
•Government of New Brunswick	teachers	7,600	CO	Feb. 04
•Government of Quebec	various unions	323,470	B/PMB	June 02/03
•Hydro-Québec	CUPE	2,800	B	Dec. 04
•SAQ (Quebec Liquor Stores)	Syndicat des employés de la SAQ	3,500	CO/WS	Dec. 02
•Entourage (Ont. and Que.)	CEP	2,480	B	Sept. 04
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Ontario Hospital Association	various unions	75,800	B/TENT	Mar./Oct. 04
•Ontario Construction	various unions	1,600	B/CO	April 04
•Government of Ontario	AMAPCEO	6,000	B	Mar. 04
•New Dominion Stores (Ont.)	CAW	6,500	CO	July 04
•Brewers Retail (Ont.)	UFCW	5,200	CO	Dec. 04
•Pharma Plus Drugmarts (Ont.)	UFCW	1,500	CO	Jan. 05
•Regional Health Authorities of Manitoba	CUPE	22,000	B	June/Sept. 04
•Government of Saskatchewan	teachers	12,400	B	Aug. 04
•Saskatchewan Association of Health Organizations	various unions	24,530	B	Mar. 04
•Sask Power	CEP and IBEW	1,980	B/PMB	Dec. 03
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•Health Authorities of Alberta	AUPE	20,000	B	Mar. 04
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•B.C. Construction	various unions	26,000	PMB	April 04
•CP/CN	various unions	18,280	B/CO/TENT	Dec. 02/03/04
•CBC	CMG	5,320	B	Mar. 04
•Canada Post	PSAC	2,500	WS	Oct. 04

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative settlement; WS work stoppage

The content of this publication has been prepared by members of The Canadian Association of Professional Employees and The Public Service Alliance of Canada.

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM NOVEMBER 26 TO DECEMBER 23, 2004

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Société des alcools du Québec, province-wide Syndicat des employé(e)s de magasins de la S.A.Q.	Working conditions	4,000	Nov. 19/2004	
Compagnie Kenworth du Canada, Division of Paccar du Canada ltée, Ste-Thérèse, Quebec National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)	Pension plan and seniority	800	Dec. 1/2004 (Lock-out)	Dec. 6/2004
Canada Post Corporation, Canada-wide Public Service Alliance of Canada	Wages and job security	2,500	Dec. 9/2004 (Rotating Strike)	Dec. 17/2004
UPM Miramichi, Miramichi, New Brunswick Communications, Energy and Paperworkers Union of Canada	Wages, benefits and working conditions	640	Dec. 16/2004	

Calendars of Collective Agreements Expiries and Reopeners

*Coming soon, the **2005** Calendar listings covering 500 or more employees.*

The 2004 calendars are still available on the Workplace Information Directorate Web site at

http://www.hrsdc.gc.ca/en/lp/wid/info.shtml .

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Workplace Information

Information sur les milieux de travail

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The Workplace Information Directorate is your source for up-to-date, customized information on industrial relations and collective bargaining in Canada.

By meeting your specific research needs, we can assist you in preparing for the resolution of issues at the bargaining table. We can also help you keep abreast of developments in the industrial relations field through our information service and publications. Our resources are used by negotiators, researchers, economists, consultants, journalists, teachers and many others.

Wage Settlements Bulletin

A monthly publication providing the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments. The aggregate data and details are published in the following groupings: public and private sectors, regions and jurisdictions, and major industry groups. **Subscription**: Canada, 1 year: $220 or 2 years: $400 plus 7% GST; other countries, 1 year: US$220 or 2 years: US$400 (available by e-mail and mail).

Workplace Gazette

A quarterly publication providing data on wage adjustments from major collective bargaining settlements in Canada by public and private sectors, by region, by jurisdiction and by major industry; detailed analysis of selected provisions in major agreements; a chronological perspective on work stoppages; and, information on innovative workplace practices resulting from collective bargaining. It also features articles and case studies on pertinent industrial relations matters. **Subscription**: Canada, 1 year: $140 or 2 years: $250 plus 7% GST; other countries, 1 year: US$140 or 2 years: US$250 (available by mail only).

Collective Bargaining Bulletin

A monthly publication containing timely information based on recently signed major collective agreements in Canada. The publication focuses on summaries of changes to wages and benefits in selected settlements, the status of key negotiations as well as data on work stoppages. Also included is a list containing major settlement reports currently available on the Negotech database. **Subscription**: Canada, 1 year: $65 or 2 years: $110 plus 7% GST; other countries, 1 year: US$65 or 2 years: US$110 (available by e-mail and mail).

Negotech

A searchable labour relations database providing timely information on the key aspects (settlement reports and full collective agreement contract language) of collective bargaining in Canada. Access via the Internet. Available ***free*** as an added value to subscribers of our publications.

Visit our Web Site for information on work stoppages, labour organizations in Canada, a calendar of collective agreement expiries and reopeners, articles and case studies published in the Workplace Gazette, information on innovative workplace practices and a selection of recent changes in Canadian labour laws.

For further information, contact the Workplace Information Directorate:

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